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VOLUME I NUMBER 1

Minutes of

SALEM PRESBYTERY

FIRST STATED MEETING
FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
January 7, 1989

SPECIAL MEETING
MT. TABOR PRESBYTERIAN CHURCH
CLEVELAND, NORTH CAROLINA
February 2, 1989

Minutes of

SALEM PRESBYTERY

FIRST STATED MEETING
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MINUTES OF
SALEM PRESBYTERY

FIRST STATED MEETING
FIRST PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

January 7, 1989

OFFICERS

Moderator	Dale Davidson
Co-Stated Clerks	John Handley
	Robert Matthews
	Grover Nelson
	Alfred Thomas
Recording Clerk	Robert Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk — John M. Handley

Transition Staff (Barium Springs office)

Associate for Business Affairs/Treasurer	Joseph L. Pickard
Associate for Ministers	Caroline B. Gourley
Associate for Christian Education	Walter R. Smith
Associate for Camp Ministries	Albert D. Shaw, Jr.
Administrative Assistant	Edna G. Rimmer
Bookkeeper	Sara M. Williams
Secretary	Phyllis L. Plyler
Receptionist/Secretary	Tanna B. Brown
Secretary/Camp Registrar	Esther P. Meiggs
Secretary	Sandra L. Fowler

Transition Staff (Durham office)

Associate for Church Development	James Watkins
Associate for Special Ministries	Kay-Robert Volkwijn
Associate for Camps and Conferences	Paul Ransford
Church Noonan	Treasurer
Ann Higgs	Office Manager
Margie O'Briant	Bookkeeper
Dot Bass	Administrative Assistant
Debbie Pearson	Secretary to Camps and Leadership
Betty Berghaus	Secretary to Administrative Services

FIRST STATED MEETING
MINUTES OF SALEM PRESBYTERY

First Presbyterian Church
Greensboro, North Carolina
January 7, 1989

The First Stated Meeting of Salem Presbytery was convened with prayer by Tyrone Burkette, Moderator of the last Transitional Assembly, at 9:00 A.M. on Saturday, January 7, 1989, in the sanctuary of the First Presbyterian Church, Greensboro, North Carolina. The presbytery sang the hymn, "God of History - Recent, Ancient".

ELECTION OF CO-STATED CLERKS

A quorum being present, the presbytery elected John Handley, Robert Matthews, Grover Nelson, and Alfred Thomas Co-Stated Clerks for the meeting.

ENROLLMENT

The following Ministers were enrolled:

A - F

Wyatt Aiken, Jr., George W. Alexander, Frank Allen, Michael E. Askew, Lawrence W. Avent, James H. Banbury, Jonathan C. Barker, John W. Bell, Jesse W. Bledsoe, Linda Blessing, Ernest M. Bradford, Warren C. Brannon, John C. Brearley, Malcolm Bullock, Tyrone L. Burkette, Robert E. Button, William D. Carmines, Carole Chase, M. Gray Clark, S. Jay Click, J. Alex Coblentz, Clyde T. Cook, Kermit W. Dancy, Frank A. Davison, Robert F. Dean, Frank Dew, M. Susan Dobyns, Barbara Dua, Daniel L. Durway, Chris East, John Eliason, James W. Eller, Carlton A. G. Eversley, McLean Faw, Dusty K. Fiedler, Robert A. Fiedler, Joe Flora, Gary R. Fravel, James T. Frazier, E. B. Freeman, Jr., Robert O. Freeman, Harold Fuller.

G - M

Joseph M. Garrison, Calvin P. Gentry, Carter Gillespie, James H. Grant, Jr., Lucius Gray, John M. Handley, W. C. Hayes, J. Stimson Hawkins, James Henderson, Robert Herron, Cynthia Higgins, Z. N. Holler, L. Rus Howard, Joanne Hull, Stephen Hundley, Guy Hunt, Jr. George Hunter, H. J. Keating, Walt King, William R. Knox, Phyllis M. H. Kort, Donald E. Lannon, Bob Lee, David T. Lee-Andrews, S. Edwin Lewis, Jonathan Lovelady, Ivan W. Lowery, Jack Roger Marrow, Robert M. Matthews, Charles T. McKee, Stephen P. McCutchan, Judson Milam, John Milholland, James F. Miller, E. Thomas Miller, Donald Mimbs, Reid Montgomery, Allen E. Morrison, William H. Morrison, Joe Mullin.

N - Z

David Nash, George F. Neal, J. Herbert Nelson, Robert S. Osborne, David C. Partington, S. Curtis Patterson, Karen Pearson, Jamie Pharr, A. B.

Plexico, George A. Ploger, Phillip J. Pogue, Paul Ransford, C. H. Reckard, Paul N. Ridolfi, Leland A. Richardson, Jean Rodenbough, Carl A. Rush, Paul S. Ryoo, Danny Sharpe, Carter Shelley, Jerold D. Shetler, Stephen A. Shive, Burwell J. Shore, Lowelle Simms, David L. Smith, Jeffrey D. Smith, Walter Smith, Laura M. Spangler, Joe L. Spears, R. M. Steele, Patricia Stewart, Jamie D. Stimson, J. Dexter Taylor, John G. Truitt, Jr., Robert Lee Turner, Kay-Robert Volkwijn, Rockwell P. Ward, W. Russell Ward, Jr., John M. Watkins, J. Gordon Williams, Frank C. Wilkinson, John A. Wilkerson, Jr., James Wilson, Paul D. Woodall, Jr., Michael Woodard, R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Churches were enrolled by the attendance of their representatives:

A - F

Alamance Claude T. Church, Floyd Fogleman, Allen Temple Katherine Case, Asbury Clarence Tilley, Back Creek Ken Corriher, Bethany-Graham William H. Dishner, Bethany-Statesville Ronny F. Bass, Bethel Mike Bowman, Bethesda-Ruffin David K. Neal, Sr., Bethesda-Statesville Neal D. Wilfong, Bixby Julia Cornatzer, Ken Nivens, Boonville, First E. L. Cundiff, Hallie Cundiff, Darlene H. Lytton, Marilyn K. Scales, Brentwood Peggy Cooper, Buffalo Clyde B. Albright, Burlington, First Tom B. Collins, J. D. Mackintosh, Jr., Paul E. Morrow, Jr., Calvary Margaret Marks, Cameron Phyllis B. Chambers, Centre Edith Brantley, Church of the Covenant John E. Barney, Corinna B. Johnson, Church of the Cross Harry Patterson, Clemmons Ed Foulds, Clio J. Adrian Dobson, Collinstown Mark Oakley, Community in Christ Frank Powell, Concord Bill Baker, Cooleemee Mike Spry, Covenant Fred Hauser, Crestwood Luana Brock, Danbury Community Jennie Leake Hemrick, Dellabrook Rudolph V. Boone, Sr., Eden, First Jim Eggleston, Edward Webb Gladys W. Bailey, Elkin Barbara P. Fulp, Fairmont Libby Owens Hemenway, Faith Georgia Renfrow, Fellowship Virginia Holden, Fieldstone Robert Newman, Fifth Creek Shirley Stroud, Flat Rock Gail Cox, Forest Hills Vance D. Massey, Jr., Forest Park Carol M. Windsor, Franklin Grace R. Lowe, Mary P. Nussman.

G - M

Glendale Springs Mary Finney, Grace Ella Mae Phelps, W. E. Shouse, Graham Bill Compton, Ted Hruslinski, Greensboro, First J. Mack Albright, Dale Davidson, Walter L. Hannah, Terry Lashley, Doris Preyer, Richard L. Wharton, Greenwood Lynn Vaughn, Guilford Park James F. Kirkpatrick, John T. Wall, Gulf Shirley S. Jeffries, Hawfields N. N. Fleming, III, David Smith, High Point, First JoAnn H. Jones, Laird Minear, Highland Lee Harrington, Jr., Flora N. Winfree, Immanuel Dee Foy, Jamestown Bob Moore, John Calvin D. J. Whitfield, Kernersville, First Peggy Dunlap, Stephanie N. Hargett, Lansing Fred Carter, Laurel Fork Don B. Tucker, Lexington, First Miles L. Croom, Fred Poetzinger, Lexington, Second Curtis Morrow, Lloyd Edwin L. Patterson, Logan Irene Dye, Daisy Keaton, Dorothy Mintz, Madison George Penn, Mebane W. G. Jeffreys, Memorial Ilvie B. Sutherland, Milton Barry Cardwell, Mocksville, First D. J. Mando, Mooresville, First Christine M. Davidson, William G. Ducker, Mt. Jefferson Harold W. Hamilton, Jr., Mt. Tabor Roy L. Carruth, Mt.

Vernon Roman O. Culbertson, Clarence Frost, Marjorie Goodwine, Ruth N. Myers, Lucille Phifer, Mt. Vernon Springs Kathy Davis.

N - Z

New Creation Community Francis Young, New Salem John H. Norton, North Wilkesboro Jacquelyn D. Hall, Old Town Jim Winning, Parkway Louis Capots, Jack E. Trawick, Piedmont Robert Neal Adams, Pine Hall David F. Mabe, Pittsboro Charles W. Cameron, Prospect R. W. Atwell, Sr., Randolph Darrell Albertson, George Slayder, Reid Memorial John H. Carr, Valerie C. Thomas, Reidsville, First William E. Riggs, Salisbury, First Ron Gobble, Linda Thurston, Salisbury, Second Robert B. Julian, Sedgefield Mertys Bell, Shady Side Charles England, Robert Gilchrist, Shallowford Mary Kay Johnson, Shiloh Harry F. Studstill, Siler City Russell Lawson, Smyrna D. L. Tuttle, Sparta John Brady, Speedwell Russell Lee Citty, Spencer Merrill Russell, Springwood Mike Griggs, St. Andrews Karen Clary, Vicki Wooten, St. James Estelle W. Curley, Sandy McBryde, Joseph W. Meddling, John Spaulding, Rosa T. Yourse, St. Paul Virginia Cornet, Charles E. Davis, Cora Massey, Jewelene Parker, Starmount Martha Lou Anderson, Connie Kronenfeld, Robert B. Lloyd, Jr., Statesville, First Olive Robertson, John R. Scott, Stoneville Wilton E. Pool, Stoney Creek Ginny Bostic, Thyatira Carl Patterson, Trinity W. David Couch, Mamie C. Morris, Robert Stevenson, Vandalia Nancy R. Routh, Wentworth W. D. Sherron, Westminster Allan R. Cannon, Talmage Fish, Westview Thomas N. Wagner, Winston-Salem, First Whit East, William E. East, Robert Hartsell, James S. Price, Jane Shouse, Yadkin United Thomas O. Vinson, Yadkinville Ginger Rudolph, Yanceyville Buford Pearson.

The following Church Professionals were enrolled:

Paul Boone, Sammie Braxton, Bill Chase, Donna Smith Chase, Evelyn Edwards, Jonyma Singleton Elliott, John Hamil, Mark Jordan, Rebekah E. Lee-Andrews, Hoyt McCachren, Ida K. McCaskill, Anne McKee, Leslie McLeod, Ophelia McMillers, Catherine Rankin, Delores Spielman, John Whitfield.

The following Visitors were registered:

Annie Miller Bates, Ginger Booker, Helen W. Branford, Susan Carmines, Bobbie Carter, John N. Causey, Greta W. Connor, Jack Cornet, Virginia R. Couch, Blake Crymes, Dorothy Culbertson, Michael Culbreth, Alberta W. Cuthbertson, Gerard H. Davidson, Jr., Betty Anne Ellington, Ezra Gilliam, Creola Goodman, James W. Gunn, Helen Herndon, Catrelia Hunter, Abi Hyatt, Loretta G. James, Sue Lawson, Harriet P. Lipe, Marci Mayhew, Mrs. Willie McClendon, Patti McNeely, Jane Miller, John Morrison, Jr., Margaret Palmer, Mrs. T. Henry Patterson, Esther Ploger, Lula Faye Rick, Virginia Robertson, Ruth Russell, Isaac A. Stockton, Clayton Tatum, Yellock Truman, Mary Wade, Gladys Winston.

DOCKET

The Moderator presented the docket which was approved as printed.

ELECTION OF NOMINATING COMMITTEE

The following persons were elected to the Nominating Committee:

George Alexander	James Gilchrist	James Miller
Rudolph Boone	Mildred Hart	Herb Reese
Malcolm Bullock	Helen Herndon	Leland Richardson
Lillie Cameron	Cynthia Higgins	Jean Rodenbough
Russell Cowan	Rus Howard	Dorena Stevenson
James Dickens	Ted Hruslinski	Cyndi Taylor
Robert Evans	Keith MacLean	Sue Walser
James Frazier	Margaret Marks	Rosa Yourse

ELECTION OF MODERATOR AND VICE MODERATOR

The presbytery elected Dale Davidson, Elder of the First Presbyterian Church of Greensboro to be its Moderator and S. Edwin Lewis to be Vice Moderator.

WELCOME

Betsy Harrington, Elder of the First Presbyterian Church, welcomed the presbytery and explained the arrangements for the day.

INTRODUCTIONS

The following visitors were introduced:

Mrs. Darnella Elliott	Chaplain of Barber-Scotia College
Bill and Donna Chase	Educators at the Alamance Church
John Brearley	Pastor-elect of the Elkin Church

Edwin Lewis introduced members of the Confirmation Class from First Church, Mooresville.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the presbytery and recommended referrals as appropriate: (See Appendix A, pp. 15-21.)

FROM	SUBJECT	REFERRAL
The Presbytery of Fayetteville	Receiving retired living in Salem bounds	Stated Clerk
Jerry C. McCann, Sr.	Request to labor outside bounds of presbytery	Committee on Ministry

Orange Presbytery	Reception of Barbara Dua by Salem as Campus Minister at UNC-Greensboro	Committee on Ministry
James M. McDaniel	Request to labor outside bounds of presbytery	Committee on Ministry
Wilkes Macauley	Request to labor outside bounds of presbytery	Committee on Ministry

GREETINGS

Lowell Simms, Interim Executive of the Synod of the Mid-Atlantic, brought greetings from the Synod.

APPOINTMENT OF STANDING COMMITTEE

The Moderator appointed the following persons to serve on Standing Committee.

Resolutions - The Rev. Thomas Miller, Moderator
The Rev. Karen Pearson
Mr. Rudolph Boone

TRANSITIONAL COUNCIL REPORT
Dale Davidson, Moderator

Herbert Nelson, Vice-Moderator presented the report of the Council. Mr. Nelson thanked Dale Davidson for her leadership of the Transitional Council. (See Appendix B, pp. 22-27.)

The Transitional Council recommends that Salem Presbytery affirm the following actions of Transitional Assemblies:

ACTION:

1. Presbytery affirmed the name of Presbytery "B" as "Salem" (action of Second Assembly).

2. Presbytery located the offices of the Presbytery at 2554 Lewisville-Clemmons Road (First Citizens Bank Building), Clemmons, N.C. 27012 (action of Fourth Assembly).

3. The Transitional Exempt Staff Search Committee was directed to continue its work until the exempt staff positions are filled (action of First Assembly).

4. M. Gray Clark was appointed Acting Treasurer.

5. The Council of Presbytery was authorized to read and approve the Minutes of Presbytery meetings.

6. Presbytery authorized the presbytery to accept all real property, equipment, trust funds, and liabilities that Concord, Orange, and Yadkin Presbyteries convey to it.

7. Presbytery transferred to Salem Presbytery the following action of Orange Presbytery: "...to elect an Administrative Commission for the Greensboro Korean Congregation to carry out the functions of the Session. The Commission is authorized to the calling of an organizing pastor and to organize the congregation as a particular church of the PCUSA at its place of worship at such time the Commission is satisfied with the training of the officers and election in accord with the Book of Order. Members of the Commission to be elected are Bill Atkins, Miriam Belle, Clyde Cook, Thelma Foster, Cynthia Higgins, Larry Sitton, and Rus Howard, Moderator."

8. Presbytery transferred to Salem Presbytery the following action of Concord Presbytery: "...establishing an Administrative Commission to work with Rumple Memorial Church in Blowing Rock. The Commission will have the following powers of Presbytery (see G-11.0103): B, C, E, G, H, N, O, R, S, X. The Commission is composed of the following persons: Elders Howard Covington, Rosemary Rector, Sam Vickery; Ministers Kermit Dancy, David Smith, Stephen McCutchan, and George Alexander, Moderator."

9. Presbytery directed that at its Third Stated Meeting, Salem Presbytery celebrate the Bicentennial of the Presbyterian Church; and that contributions of Black Presbyterians to the Church's mission and strength be recognized.

ORGANIZATIONAL PLAN COMMITTEE
Ginger Booker, Moderator

ACTION:

10. Presbytery adopted the Mission Statement.

11. Presbytery adopted the Proposed Organizational Plan.

12. Presbytery referred to the Council a motion that the Moderator of the Small Church Committee be added as an ex officio member of the Committee on Ministry (G-11.0502d).

NOMINATING COMMITTEE REPORT
Rus Howard, Moderator

Presbytery elected the following people to fill the vacancies in the committees as listed:

ACTION:

PRESBYTERY MODERATOR: Dale Davidson
PRESBYTERY VICE-MODERATOR: Ed Lewis

PRESBYTERY COUNCIL AT LARGE MEMBERS:

CLASS OF 89	CLASS OF 90	CLASS OF 91
James Dickens	Bob Matthews	Kathleen Murdock
Karen Pearson	Herb Nelson-MOD	Burwell Shore
Rudy Boone	Ginny Couch	N. N. Fleming
	Jackie Hall	Catrelia Hunter

PRESBYTERY COUNCIL DIVISION MODERATORS (1 year terms):
Congregational Life Division: Linda Blessing
Church in the World Division: Mike Woodard
Administrative Services Division: Rosa Yourse

MINISTRY COMMITTEE:

CLASS OF 89	CLASS OF 90	CLASS OF 91
Michael Askew	Judson Milam-MOD	James Dickens
E. B. Freeman	Bill Knox	Phyllis Kort
Grant Sharpe	Ivan Lowrey	Laura Spangler
Roy Carruth	John Wilkerson	Carter Shelley
Cora Massey	Marion Greeson	William Ducker
	E. L. Patterson	Bob Hartsell
	Thomas Benson	Elinor Swaim

EXAMINATIONS COMMMITTEE:

CLASS OF 89	CLASS OF 90	CLASS OF 91
Catherine Bonner	Marge Monroe	Jane Miller
Hank Keating	Jim Eller	Cecilia Montague
Marydell Bright	Scott Woodmansee	Ed Brammer
John Watkins	Woody Alexander-MOD	

PREPARATION FOR THE MINISTRY COMMITTEE:

CLASS OF 89	CLASS OF 90	CLASS OF 91
Martha Lou Anderson	Z. Hollar-MOD	Gladys Bailey
Carole Chase	William Carmines	Ed Carter
Nancy Hannah	Estelle Curley	
	Jamie Pharr	

PROFESSIONAL DEVELOPMENT COMMITTEE:
MODERATOR: Jonathan Barker

PERMANENT JUDICIAL COMMISSION:

CLASS OF 90	CLASS OF 92	CLASS OF 94
D. J. Walker	Norman Whitney-MOD	Steve Handley
Don Lannon	Karen Pearson	Pat Stewart
	Ella Mae Phelps	Tom Routh

EVALUATION AND GOALS COMMITTEE:
MODERATOR: Ezra Gilliam

REPRESENTATION COMMITTEE:
MODERATOR: Carlton Eversley
(The Transitional Committee will continue in service with Linda Blessing as moderator until this committee is elected.)

EDUCATIONAL MINISTRY COMMITTEE:
MODERATOR: Pat Stewart

STEWARDSHIP EDUCATION COMMITTEE:
MODERATOR: Stephen McCutchan

WORSHIP AND MUSIC COMMITTEE:
MODERATOR: Loretta James

RESOURCES CENTER COMMITTEE:
MODERATOR: Ida McCaskill

YOUTH MINISTRY COMMITTEE:
MODERATOR: Fred Coates

ADULT MINISTRY COMMITTEE:
MODERATOR: Delores Spielman

CHILDREN'S MINISTRY COMMITTEE
MODERATOR: Evelyn Edwards

SPIRITUAL FORMATION AND ENRICHMENT COMMITTEE:
MODERATOR: Tom Miller

FELLOWSHIP AND RECREATION COMMITTEE:
MODERATOR: Eleanor Shull

PEACEMAKING COMMITTEE:
MODERATOR: Frank Dew

HUNGER COMMITTEE:
MODERATOR: George Carpenter

SOCIAL JUSTICE COMMITTEE:
MODERATOR: Mary Boyd Click

CRIMINAL JUSTICE COMMITTEE:
MODERATOR: George Hunter

ECUMENICAL RELATIONS COMMITTEE:
MODERATOR: Jack Marrow

COMMISSIONER DELEGATES TO GENERAL ASSEMBLY:

	PRIMARY	ALTERNATE
ELDERS:	Clayton Davidson	Jackie Hall
	Gladys Bailey	Estelle Curley
	Marge Monroe	N. N. Fleming
	Ezra Gilliam	
MINISTERS:	PRIMARY	ALTERNATE
	Judson Milam	Bob Lewis
	Catherine Reed	Ivan Lowry
	Clyde Cook	Bob Herron
	Jim Grant	Frank Allen

COMMISSIONER DELEGATES TO SYNOD:

Elder and Minister Commissioners are divided into 3 groups.

Each group is composed of persons from one of the three former presbyteries.

The first four persons in each are the primary commissioners.
The second four are the alternate commissioners in descending order.

	GROUP ONE	GROUP TWO	GROUP THREE
ELDERS:	Don Watson	Robert Rush	Dale Davidson
	Roy Valencourt	Margaret Marks	Paul Boone
	P. S. Snipes	Catherine Carr	Betty Hankins
	Evan Cole	Rudy Boone	John Barney
	Eleanor Swaim	Daisy Keaton	Herb Reese
	Ginny Couch	Cecilia Montague	
MINISTERS:	GROUP ONE	GROUP TWO	GROUP THREE
	John Milholland	Karen Pearson	Jonathan Barker
	Robert Osborne	James Dickens	Mary Click
	Jamie Pharr	Joe Spears	Robert Button
	Jim Banbury	E. B. Freeman	Dan Durway
	Stephen Shive	Michael Askew	Don Lannon
	Hank Keating	James Henderson	Jim Wilson
	Dexter Taylor	Mike Woodard	Carter Gillespie

RACIAL ETHNIC COMMITTEE:
MODERATOR: Katherine Carr

HIGHER EDUCATION COMMITTEE:
MODERATOR: Rockwell Ward

BUDGET AND FINANCE COMMITTEE:

CLASS OF 89	CLASS OF 90	CLASS OF 91
Joe Meddling	Gray Clark-MOD	Don Lannon
Nick Mando	Sarah Nichols	Dick Orr

	Don Mitchell	Dana Bamford
	Robert Rush	Randall Billings

PERSONNEL COMMITTEE:

CLASS OF 89	CLASS OF 90	CLASS OF 91
Jewelene Parker	Bob Kopp	Jerrod Shetler
Barron Moore	Jim Eller-MOD	Virginia Evans

COMMUNICATIONS COMMITTEE:
MODERATOR: Bill East

SMALL CHURCH SUPPORT COMMITTEE:
MODERATOR: James Henderson

CHURCH DEVELOPMENT COMMITTEE:
MODERATOR: Steve Hundley

BUDGET AND FINANCE COMMITTEE
Gray Clark, Moderator

ACTION:

Presbytery adopted the Budget for 1989 (Appendix C, pp. 27-35).

"LAUNCHING PAD" EVENT

Steve McCutchan presented plans for a presbytery "Launching Pad" event to be held on May 20 at First Presbyterian Church, Winston-Salem.

WORSHIP

At 11:00 A.M. the presbytery joined in a service of worship. Worship leaders were Jerold Shetler, Scott Woodmansee, Ivan Lowery, and Dusty Fiedler. Service music was led by the combined choirs of the St. James and First Presbyterian Churches of Greensboro. Douglas W. Oldenburg, President of Columbia Theological Seminary in Decatur, Georgia, preached a sermon titled, "Giants and Grasshoppers" from Numbers 13:1-3, 25; 14:10, and Matthew 28:16ff. The presbytery celebrated the Sacrament of the Lord's Supper.

NOON RECESS

The presbytery recessed for lunch at 12:00 Clyde Cook, Associate Pastor of the host church offered a prayer of thanksgiving.

AFTERNOON SESSION

The presbytery was reconvened at 1:10 P.M. in the sanctuary of the church with the singing of the hymn, "Creator God, Creating Still".

AMENDMENTS TO THE BOOK OF ORDER

Phyllis Kort presented the amendments. Presbytery voted by written ballot.

ACTION:

Presbytery approved or rejected the amendments as follows:

PART ONE

DIRECTORY FOR WORSHIP
__X__ YES _____ NO

PART TWO

A. AMENDMENTS DEALING WITH THE CONGREGATION
1. __X__ YES _____ NO
2. __X__ YES _____ NO
3. __X__ YES _____ NO
4. __X__ YES _____ NO

B. AMENDMENTS DEALING WITH ORDINATION
1. __X__ YES _____ NO
2. __X__ YES _____ NO

C. AMENDMENT DEALING WITH THE PRESBYTERY
__X__ YES _____ NO

D. AMENDMENTS DEALING WITH PRESBYTERIES AND SYNODS
1. __X__ YES _____ NO
2. __X__ YES _____ NO

E. AMENDMENT REGARDING ALL GOVERNING BODIES
__X__ YES _____ NO

F. AMENDMENT REGARDING CHAPTER IX ORGANIZATIONS
_____ YES __X__ NO

G. AMENDMENTS REGARDING THE JUDICIAL PROCESS
1. _____ YES __X__ NO
2. __X__ YES _____ NO

"CAMPS IN COMBO"

Bart Shaw and Paul Ransford, Camp Directors of Camp Grier and Camp New Hope and Presbyterian Point, respectively, presented an informative and entertaining promotion of Salem Presbytery's camping program.

EXEMPT STAFF SEARCH COMMITTEE

Dexter Taylor, Moderator reported for the Committee . He introduced the committee to the presbytery. After explaining the work of the committee, Mr. Taylor placed in nomination for Executive Presbyter/ Stated Clerk the name of John McNeel Handley.

The presbytery, by standing vote, unanimously adopted the following recommendations:

ACTIONS:

1. The Presbytery of Salem extended its call to John McNeel Handley to serve a three-year (renewable) term as the Executive Presbyter/Stated Clerk of the presbytery.

2. The following terms of call were presented to John Handley:

Compensation and Benefits

Salary	$33,000
Housing Allowance	13,000
Social Security	2,995
Pension & Insurance (includes dental)	11,663
Total of Compensation and Benefits	$60,658

Business Expenses

Continuing Education	1,000
Provision and Maintenance of an Automobile	
Four Weeks Vacation	
Two Weeks Study Leave	
Moving Expenses	

3. The presbytery approved its celebrating the installation of John McNeel Handley at its Stated Meeting on April 6, 1989.

4. Salem Presbytery granted John McNeel Handley permission to move onto the field, beginning his call as Executive Presbyter immediately and as Stated Clerk upon the adjournment of the First Stated Meeting.

5. In recognition of the innumerable hours of work extended to Salem Presbytery by John McNeel Handley--and to keep the books clean--Salem Presbytery began its financial obligations to John McNeel Handley effective January 1, 1989.

John Handley addressed the presbytery briefly.

Mr. Taylor presented a proposal for Associate Presbyters.

ACTION:

The presbytery authorized the employment of up to four Staff Associates, and charged the Executive Presbyter and Search Committee with the responsibility of identifying and assigning all elements of the Mission Design, exclusive of Outdoor Ministries, to the Executive Presbyter and Associates.

OTHER BUSINESS

A Special Meeting of Salem Presbytery was announced for Thursday, February 2, 1989, at 1:30 P.M. at Mt. Tabor Church in Cleveland.

RESOLUTIONS COMMITTEE
Thomas Miller, Moderator

Presbytery adopted the following resolution.

ACTION:

Resolution of Thanks

Whereas Salem Presbytery in its historic first meeting held at the First Presbyterian Church in Greensboro has been the recipient of the gracious hospitality of its inspiring facilities and its helpful staff, officers, and members, and

Inasmuch as we have been led in worship by the combined choirs of St. James and First Presbyterian of Greensboro under the direction of Julia Richmond and J. Patrick Murphy, the worship team and the preacher, Dr. Douglas W. Oldenburg, President of Columbia Theological Seminary, and

Inasmuch as we have been the beneficiaries of both the antecedent presbyteries--Yadkin, Orange, and Concord--and of the outstanding preparatory assemblies--as well as being moved along graciously by our Moderators, Tyron Burkette and Dale Davidson,

and those members of the governing body who stimulated our minds through discussion, and

Whereas we have chosen the Reverend John M. Handley to be our servant-leader,

Be it therefore resolved that Salem Presbytery give thanks to God for this new beginning and call on all "fellow grasshoppers" here present and in the bounds of this great new Presbytery to step boldly into the future and take on all the giants who might try to dwarf us--confident that the God of Caleb and Joshua has gone before us and remains with us.

Karen Pearson
Rudy Boone
Tom Miller
Resolution Committee

ADJOURNMENT

Presbytery was adjourned at 4:05. Joseph Garrison led the closing prayer.

Attested:

John M. Handley

John M. Handley
Stated Clerk

FINAL COMMUNICATIONS

January 7, 1989

TO: Salem Presbytery

FROM: Presbytery of Concord

The following actions of the Presbytery of Concord taken at its December 3, 1988, Special Meeting are communicated to your new Presbytery for its information and/or action. They are accompanied by our prayers to Almighty God for the faithful effectiveness of your new venture in commitment to the Lord of the Church!

ACTIONS:

Presbytery approved the paper entitled, "Recommendations For Transferring Assets Of The Presbytery Of Concord To The Presbytery Of Western North Carolina, Salem Presbytery, and The Presbytery of Charlotte", (see Attachment) together with its recommendations.

Presbytery established the following priorities to guide in the distribution of the remaining personal property assets: (office equipment, furnishings, vehicles, computers, etc.), if the way be clear.

First, to the offices of Western North Carolina, Salem, and Charlotte Presbyteries.

Second, to Camp Grier.

Third, to the small churches within the present bounds of the Presbytery of Concord for their own use.

Presbytery named the following persons to serve on an Advisory Assets Committee for the final disposition of the assets of the Presbytery of Concord:

Robert Matthews, Chairman
Hoyt McCachren
Ward Breidenthal
Martha Guy

For Your Information

RESOLUTION FOR THE NAMING OF THE LEGAL SUCCESSOR
FOR THE PRESBYTERY OF CONCORD

Whereas, the original Presbytery of Concord was formed out of Orange Presbytery in 1795; and

Whereas, Salem Presbytery will be formed from portions of Yadkin, Concord, and Orange Presbyteries, thus sharing similar historic roots; and

Whereas, the major portion of the geography of the current Presbytery of Concord will be located within the bounds of the new Salem Presbytery;

Therefore, be it resolved, that for purposes of the orderly preservation of the records of the Presbytery of Concord that Salem Presbytery be named the successor of the Presbytery of Concord.

The Personnel Committee recommended and the Presbytery adopted the following resolution and its transmission to the Presbyteries of Charlotte, Salem, and Western North Carolina.

ACTION: A RESOLUTION

Whereas, the Personnel Committee of the Presbytery of Concord in 1986, desiring to assure the retention of our full professional staff throughout the crucial final days of this presbytery, as well as, desiring to insure income security for them during the interim between December 31, 1988, and their acceptance of new calls; and

Whereas, this Committee proposed the plan of 1989 salary continuation for professional staff which was adopted state-wide to accomplish the above purposes and, at the same time, provide initial staff help for the new presbyteries in their beginning stages of operation; and

Whereas, our professional staff have discharged their duties in an effective, responsible, and caring manner for which we commend them whole-heartedly; and

Therefore, be it resolved, that as the Presbytery of Concord now completes its period of service, we dissolve our structures and staff and distribute the assets entrusted to our use to the emerging Presbyteries of Charlotte, Salem, and Western North Carolina with prayer for God's blessing and guidance and in the hope that the remaining commitment to our staff will be honored by the new presbyteries in 1989.

ACTION:

The Presbytery of Concord instructed the Stated Clerk to communicate to the Presbytery of Charlotte, Salem Presbytery, and the Presbytery of Western North Carolina its recommendation that

the professional staff and support staff be given a salary/housing allowance increase of 5% so long as they are employed in the work of the presbyteries emerging from the Presbytery of Concord.

ACTION:

The Stated Clerk was instructed to submit to the appropriate emerging new presbytery such lists of actions or information as are required, as well as those that may be useful, in his opinion, for the effective beginnings of those five Presbyterian Church (U.S.A.) presbyteries in North Carolina.

ACTION:

The Administrative Commission for the Rumple Memorial Church was transferred to Salem Presbytery after the Moderator's appointment of Salem members to replace those either resigned or not members of Salem.

Rumple Memorial Administrative Commission

Ministers

G. W. Alexander, Jr., Chairman — Pastor, Centre Church
P. O. Box 218
Mount Mourne, NC 28123
(o) 704/664-3160; (h) 704/664-3915

Kermit Dancy — Pastor, Mt. Jefferson Church
P. O. Box 782
West Jefferson, NC 28694
(o) 919/246-7481; (h) 919/246-3263

Steve McCutchan — Pastor, Highland Church
200 Magnolia Street
Winston-Salem, NC 27103
(o) 919/724-6303; (h) 919/768-7155

David Smith — Pastor, Fairmont Church
1500 Cotton Grove Road
Lexington, NC 27292
(o) 704/352-2210; (h) 704/352-7668

Elders

Howard Covington — Mt. Jefferson Church
Route 1, Box 95
Laurel Springs, NC 28644-9604
(h) 919/982-3872

Council Dudley
320 Ivy Circle
Elkin, NC 28621
(h) 919/835-2931

Elkin Church

Rosemary Rector
135 Powell Street
Troutman, NC 28166
(h) 704/528-5527

Forest Park Church

Sam Vickery
Route 5, Box 289
North Wilkesboro, NC 28659
(h) 919/696-2004

North Wilkesboro Church

The following action of the Presbytery of Concord established the Administrative Commission with the authority cited:

ACTION:

Presbytery authorized the Moderator to appoint an Administrative Commission (see G-9.0503.c.) to inquire into and settle the difficulties that have arisen within the Rumple Memorial Church of Blowing Rock with the following powers of Presbytery (see G-11.0103): b., c., e., g., h., n., o., r., s. and x.

The following former Concord ministers were assigned to your Presbytery:

ALONZA M. ALEXANDER (Micky)	COUNSELOR - CAVE HILL CEMETERY, LOUISVILLE
GEORGE W. ALEXANDER, JR. (Woody)	PASTOR - CENTRE
THOMAS B. BAGNAL, JR. (Tom)	PRESIDENT, HUMAN RELATIONS - RENFRO MILLS, INC.
JAMES H. BANBURY (Jim)	ASSOC. PASTOR - HIGHLAND
JOHN W. BELL (John)	MINISTER-AT-LARGE
JESSE W. BLEDSOE (Jesse)	PASTOR - PILOT MOUNTAIN, FIRST
LINDA L. BLESSING (Linda)	PASTOR - FLAT ROCK
L. ADLAI BOYD (Adlai)	CHAIR, DEPT. OF CHILD AND FAMILY STUDIES - UNIV. OF SOUTH FLORIDA, TAMPA
JOHN CECIL BREARLEY (John)	PASTOR - ELKIN
WILLIAM BROWN (Bill)	HONORABLY RETIRED
MALCOLM M. BULLOCK (Malcolm)	PASTOR - THYATIRA
DAVID H. BURR (David)	HONORABLY RETIRED
GEORGE S. CALHOUN (George)	HONORABLY RETIRED
THOMAS H. CLYMER (Tom)	PASTOR - FRANKLIN
FREDERICK A. H. COATES (Fred)	ASSOC. PASTOR - MOORESVILLE, FIRST
JOHN ALEXANDER COBLENTZ (Alex)	PASTOR - BACK CREEK
L. B. COLQUITT, JR. (L. B.)	HONORABLY RETIRED
BOBBY L. COMBS (Bob)	DISABILITY RETIREMENT
WATT M. COOPER (Watt)	HONORABLY RETIRED
HERBERT H. CULLER, JR. (H. H.)	HONORABLY RETIRED
KERMIT W. DANCY (Kermit)	PASTOR - MOUNT JEFFERSON
MAX E. DEAL (Max)	MINISTER-AT-LARGE
C. WAYNE DIXON (Wayne)	HONORABLY RETIRED
M. SUSAN DOBYNS (Susan)	COUNSELOR, SCHOOL OF PASTORAL CARE - BAPTIST HOSPITAL
CARL W. DUMFORD	PASTOR - TAYLORSVILLE
L. TALMADGE EDGERTON (Talmadge)	HONORABLY RETIRED
ROBERT C. EVANS, III (Rob)	PASTOR - NORTH WILKESBORO
CARLTON A. G. EVERSLEY (Carlton)	PASTOR - DELLABROOK
DUSTY K. FIEDLER (Dusty)	CO-PASTOR - CLEMMONS
ROBERT A. FIEDLER (Bob)	CO-PASTOR - CLEMMONS
ROSCOE B. FISHER (Roscoe)	HONORABLY RETIRED
ROBERT L. FORBIS, JR. (Bob)	HONORABLY RETIRED
JAMES T. FRAZIER (James)	PASTOR - SPARTA
LARRY W. FREEMAN	COUNSELOR - CENTER FOR DRUG ABUSE AND TREATMENT, WINSTON-SALEM
ROBERT O. FREEMAN (Bob)	PASTOR - SALISBURY SECOND
HAROLD E. FULLER, JR. (Harold)	PASTOR - PARKWAY
CALVIN P. GENTRY (Calvin)	PASTOR - BETHANY/CLIO/NEW SALEM
SCOTT C. GIRARD (Scott)	FULL-TIME CHAPLAIN - IREDELL PRISON UNIT #4520 (ELMWOOD STATED SUPPLY)
CAROLINE B. GOURLEY (Caroline)	INTERIM ASSOC. GENERAL PRESBYTER FOR MINISTERS - BARIUM SPRINGS OFFICE
JAMES H. GRANT, JR. (Jim)	PASTOR - LEXINGTON, FIRST
JOHN M. HANDLEY (John)	INTERIM GENERAL PRESBYTER/ STATED CLERK
J. STIMSON HAWKINS (Stimp)	ASSOC. PASTOR - WINSTON-SALEM, FIRST
DAVID L. HENRY (David)	PASTOR - UNITY, WOODLEAF
JOHN ROBERT HILLEY (John)	STUDENT
STEPHEN A. HUNDLEY (Steve)	PASTOR - PROSPECT

GUY WILLIAM HUNT, JR. (Guy)	PASTOR - BEULAH/WILKESBORO CHAPEL
JOHN S. JOHNSON (John)	HONORABLY RETIRED
WILLIAM STACY JOHNSON (Stacy)	STUDENT
WILLIAM S. JOHNSTON (Bill)	PASTOR - SOUTHMINSTER
HENRY J. KEATING (Hank)	ASSOC. PASTOR - WINSTON-SALEM, FIRST
LEWIS C. KIMMEL, JR. (Lewis)	MILITARY CHAPLAIN - UNITED STATES NAVY
HARDIN A. KING (Hardin)	HONORABLY RETIRED
WALTER W. KING (Walt)	STUDENT - NORTH CAROLINA STATE U.
WILLIAM R. KNOX (Bill)	PASTOR - LANSING
ROBERT R. KOPP (Bob)	PASTOR - WINSTON-SALEM, FIRST
JULIAN LAKE (Julian)	HONORABLY RETIRED
DAVID T. LEE-ANDREWS (David)	PASTOR - CONCORD, STATESVILLE
ROBERT M. LEWIS (Bob)	PASTOR - SALISBURY, FIRST
S. EDWIN LEWIS (Ed)	PASTOR - MOORESVILLE, FIRST
DAVID A. LONG, III (David)	PASTOR - BOONE, FIRST
LAURA C. LONG (Laura)	MISSIONARY
WILLIAM F. LONG (William)	HONORABLY RETIRED
Z. BRADFORD LONG (Brad)	MISSIONARY
JONATHAN W. LOVELADY (Jonathan)	PASTOR - PINE HALL/SANDY RIDGE
JOHN W. LUKE (John)	HONORABLY RETIRED
DUNCAN D. MACBRYDE (Duncan)	HONORABLY RETIRED
J. ROGER MARROW (Roger)	CHAPLAIN - VETERANS HOSPITAL, SALISBURY/PARISH ASSOC., SECOND PRES. CH., SALISBURY
STEVE A. MARTIN (Steve)	ASSOCIATE FOR DEVELOPMENT, UTS
ROBERT M. MATTHEWS (Bob)	PASTOR - FIELDSTONE
JAMES M. MAULDIN (Jim)	MINISTER-AT-LARGE
STEPHEN P. McCUTCHAN (Steve)	PASTOR - HIGHLAND
LACY V. McPHERSON (Lacy)	HONORABLY RETIRED
JUDSON J. MILAM (Jud)	PASTOR - SAINT ANDREWS
JOHN L. MILHOLLAND (John)	PASTOR - FIFTH CREEK/OLD PROVIDENCE
E. THOMAS MILLER (Tom)	PASTOR - FOREST PARK
DONALD MIMBS (Don)	PASTOR - KERNERSVILLE, FIRST
ALLEN E. MORRISON (Allen)	PASTOR - ASBURY
WILLIAM H. MORRISON (Bill)	PASTOR - SPENCER
KATHLEEN MURDOCK (Kathleen)	STAFF - JUBILEE HOUSE COMMUNITY
CONNELL OSBORNE (Connell)	MILITARY CHAPLAIN - MAJOR, UNITED STATES AIR FORCE
ROBERT S. OSBORNE (Bob)	ASSOCIATE PASTOR - SALISBURY, FIRST
DARRELL A. PARKER (Ted)	HONORABLY RETIRED
JOSEPH K. PARKER, JR. (J. K.)	HONORABLY RETIRED
DAVID C. PARTINGTON (David)	PASTOR - SHALLOWFORD
S. CURTIS PATTERSON (Curtis)	PASTOR - THOMASVILLE, FIRST
JAMIE BIBEE PHARR (Jamie)	PASTOR - CLEVELAND
STEVE MACON PHARR (Steve)	ATTORNEY - PETREE, STOCKTON, ROBINSON LAW FIRM
JOSEPH L. PICKARD (Joe)	ASSOC. EXECUTIVE FOR FINANCE AND TREASURER, SYNOD OF N.C.
GEORGE A. PLOGER (George)	PASTOR - HARMONY/LOVE VALLEY
PHILLIP JUSTIN POGUE (Phillip)	PASTOR - GLENDALE SPRINGS/LAUREL FORK
W. CLARK PORTER, III (Clark)	HONORABLY RETIRED
WILLIAM C. RHODES, JR. (Bill)	PASTOR - THIRD CREEK
LELAND A. RICHARDSON (Leland)	PASTOR - MOCKSVILLE, FIRST
PAUL N. RIDOLFI (Paul)	PASTOR - MOUNT AIRY, FIRST
GRANT M. SHARP (Grant)	PASTOR - STATESVILLE, FIRST
A. CARTER SHELLEY (Carter)	PASTOR - YADKINVILLE

LESTER E. SHEPPARD (Lester)	HONORABLY RETIRED
STEPHEN A. SHIVE (Steve)	PASTOR - OAKLAND
BURWELL J. SHORE, III. (Burl)	PASTOR - COVENANT, WINSTON-SALEM
DAVID L. SMITH (David)	PASTOR - FAIRMONT
WALTER R. SMITH (Walter)	INTERIM ASSOC. GEN. PRESBYTER FOR CH. ED., BARIUM SPRINGS OFFICE
BILLY F. SOSEBEE (Bill)	PASTOR - LEXINGTON, SECOND
THOMPSON B. SOUTHALL (Tom)	HONORABLY RETIRED
JAMIE D. STIMSON (Jamie)	HONORABLY RETIRED
JOHN B. TALMAGE (John)	MINISTER-AT-LARGE
J. DEXTER TAYLOR (Dexter)	PASTOR - TRINITY
STANLEY. M. VOTH (Stan)	ASSOC. PASTOR - WINSTON-SALEM, FIRST
ROCKWELL P. WARD (Rocky)	CAMPUS MINISTER - APPALACHIAN STATE UNIVERSITY
JOHN M. WATKINS (John)	CHAPLAIN SUPERVISOR PROGRAM - NC BAPTIST HOSPITAL
JOHN A. WILKERSON, JR. (John)	PASTOR - JOHN CALVIN
J. GORDON WILLIAMS (Gordon)	MINISTER-AT-LARGE
ROBERT L. YODER (Bob)	PASTOR - BETHESDA
TROY A. YOUNG, JR. (Troy)	DISABILITY RETIREMENT: 9-30-83

The following former Concord candidates and inquirers were assigned to your Presbytery:

Under Care

Elizabeth Ayscue (2/87)	First, Winston-Salem
Dorothy Collin Horne (6/87)	First, Salisbury
Robert Jeffords (10/86)	First, Winston-Salem
Elizabeth McCrary (6/87)	First, Thomasville
Karen Parsons (83)	North Wilkesboro
John Ragland (6/87)	North Wilkesboro
William Reisenweaver (6/87)	First, Winston-Salem
Stephen Snipes (6/88)	North Wilkesboro
Sharon Stanley (6/86)	Taylorsville
Robert Watkins (2/87)	Forest Park
Shannon White (6/87)	First, Winston-Salem
Alan Wright (6/87)	Shallowford

Inquirers

Stephen Hannah (6/87)	Second, Salisbury
Frank McNair (2/88)	First, Winston-Salem
Alan Paschal (2/88)	First, Winston-Salem
Betty Sue Sherrod (6/88)	First, Winston-Salem

Supervision

Vivian Hare (6/84)	Concord, Statesville
David Lamberth (5/85)	First, Statesville

REPORT OF THE TRANSITIONAL COUNCIL

Dale Davidson, Moderator

The Transitional Council of proposed Salem Presbytery met on December 7, 1988.

The Council wishes to thank the many members of Concord, Orange, and Yadkin Presbyteries who have envisioned the future of Salem and have worked to make it happen, decently and in order. Those who have served on committees, task forces, and other offices are named in Exhibit A following the Council report.

The Book of Order (G-8.0202) states, "Whenever permitted by civil law, each presbytery, synod, and the General Assembly shall cause a corporation to be formed and maintained. The council of the governing body shall constitute the Board of Trustees of the corporation unless the governing body shall determine an alternative method to constitute the Board of Trustees." Salem Presbytery has been incorporated in accordance with the statutes of the State of North Carolina and with the Book of Order.

In response to inquiries about child care for Presbytery meetings and committee meetings and about reimbursement for lost wages for persons who participate on committees, the Transitional Council has named a task force to study the questions and to bring a report to the first meeting of the new Council.

A clarification is in order: presently there is one racial-ethnic caucus, a Black Caucus; other caucuses may be formed later. There is a Racial-Ethnic Committee proposed as part of the program structure which is separate from the Black Caucus.

The Rev. James Rissmiller will serve on the planning team for the 1990 Synod School.

The first meeting of the Salem Presbytery Council, with an orientation by the Transitional Council, is scheduled for Saturday, January 21, 1989, at First Presbyterian Church, Winston-Salem.

The Transitional Council has asked Dale Davidson to serve as Interim Executive from January 2-7, 1989, in the absence of permanent staff leadership.

****

The Transitional Council recommends that Salem Presbytery affirm the following actions of Transitional Assemblies:

1. That the name of Presbytery "B" be "Salem" (action of Second Assembly).

2. That the offices of the Presbytery be at 2554 Lewisville-Clemmons Road (First Citizens Bank Building), Clemmons, N.C. 27012 (action of Fourth Assembly).

3. That the Nominating Committee (see Exhibit B) be elected (action of Fourth Assembly).

4. That the Transitional Exempt Staff Search Committee continue its work until the exempt staff positions are filled (action of First Assembly).

The Transitional Council further recommends

1. That M. Gray Clark be appointed Acting Treasurer.

2. That the Council of Presbytery read and approve the Minutes of Presbytery meetings.

3. That the Presbytery accept all real property, equipment, trust funds, and liabilities that Concord, Orange, and Yadkin Presbyteries convey to it.

4. That the following action of Orange Presbytery be transferred to Salem Presbytery: "...to elect an Administrative Commission for the Greensboro Korean Congregation to carry out the functions of the Session. The Commission is authorized to the calling of an organizing pastor and to organize the congregation as a particular church of the PCUSA at its place of worship at such time the Commission is satisfied with the training of officers and election in accord with the Book of Order. Members of the Commission to be elected are Bill Atkins, Miriam Belle, Clyde Cook, Thelma Foster, Cynthia Higgins, Larry Sitton, and Rus Howard, Moderator."

5. That the following action of Concord Presbytery be transferred to Salem Presbytery: "...establishing an Administrative Commission to work with Rumple Memorial Church in Blowing Rock. The Commission will have the following powers of Presbytery (see G-11.0103): B, C, E, G, H, N, O, R, S, X. The Commission is composed of the following persons: Elders Howard Covington, Rosemary Rector, Sam Vickery; Ministers George Alexander, Kermit Dancy, David Smith, and Steven McCutchan.

6. That at its Third Stated Meeting, Salem Presbytery celebrate the Bicentennial of the Presbyterian Church; and that contributions of Black Presbyterians to the Church's mission and strength be recognized.

EXHIBIT A

Planning Team for First Assembly

Dale Davidson
Robert Evans
James Henderson
Cynthia Kirkman
Robert Lewis
Ivan Lowery
LaDonna McCarther
Joseph Meddling
Catherine Reed
Joe Spears
D. J. Walker
Scott Woodmansee

Budget/Finance Committee

Dana Bamford
Gray Clark
Billie Matthews
Joseph Meddling
Jud Milam
Donald Mimbs
Sarah Nichols
Richard Orr
Jewelene Parker
Robert Rush
Mac Smyth

Exempt Staff Search Committee

Paul Boone
E. A. Hewlett
Marge Monroe
William Shouse
Rollin Steele
Dexter Taylor
Jack Trawick
Sheila Wright
Rosa Yourse

Mission Design/Organizational Plan Committee

Virginia Booker
Estelle Curley
Barbara Dearman
Joanne Hull
Robert Kopp
Becky Lee-Andrews
Edwin Lewis
Margaret Marks
Cora Lee Massey
Catherine Reed
Lela Faye Rich
Joe Spears
Sam Vickery
Norman Whitney
John Wilkerson
Ginny Williamson

Nominating Committee

George Alexander
Rudolph Boone
Malcolm Bullock
Lillie Cameron
Russell Cowan
James Dickens
Robert Evans
James Frazier
James Gilchrist
Mildred Hart
Helen Herndon
Cynthia Higgins
Rus Howard
Ted Hruslinski
Keith MacLean
Margaret Marks
James Miller
Herb Reese
Leland Richardson
Jean Rodenbough
Dorena Stevenson
Cyndi Taylor
Sue Walser
Michael Woodard
Rosa Yourse

Office Location Committee

Owen Cooke
Whitfield East
James Grant
George Hunter
Jane Miller
Ella Mae Phelps

Presbytery Name Committee

Moir Ayers
Mary Boyd Click
John Gilbert
Ivan Lowery
LaDonna McCarther
Carter Shelley

Committee on Representation

Linda Blessing
Bill Buie
James Dickens
James Lomax
Martha Smith
Evelyn Terry
Thomas Vinson
William Wrenn
Aurelia Young

Transitional Council

Lawrence Avent
Gladys Bailey
Rudolph Boone
John Chambers
Barbara Clawson
Dale Davidson
Talmage Fish
Neel Fleming
Elijah Freeman
Robert Gilchrist
Jacquelyn Hall
Don Hart
James Henderson
Catrelia Hunter
Clara Jones
Phyllis Kort
L. V. Lassiter
Ivan Lowery
Robert Matthews
Hoyt McCachren
Herbert Nelson
Grant Sharp
Burwell Shore
Elinor Swaim
Scott Woodmansee

Camps and Outdoor Ministries Task Force

Warren Brannon
James Henderson
Joanne Hull
George Hunter
Fred Poetzinger
Bart Shaw

Child Care Task Force

Gladys Bailey
Rudolph Boone
Robert Gilchrist
Clara Jones
Ida McCaskill
Don Mimbs
Cyndi Taylor

Communications Task Force

Gray Clark
Dan Durway
David Lee-Andrews
LaDonna McCarther
Sally McQueen
Robert Poteet
Cora Lee Massey
Walter Smith

Education and Training Task Force

Thomas Clymer
Nell Dickerson
Evelyn Edwards
Carter Gillespie
E. A. Hewlett
Ida McCaskill
E. A. Peterson
Ella Mae Phelps
James Rissmiller
Joe Spears

Interim Office Task Force

Barbara Clawson
Talmage Fish
Catrelia Hunter
Hoyt McCachren
Ella Mae Phelps
Grant Sharp

Ministry Task Force

Edwin Brammer
Linda Blessing
Jud Milam
Herbert Nelson
Catherine Reed
Charles Williams

Missions Task Force

Clyde Cook
Frank Dew
Carlton Eversley
Lilliesteen Harris
Henry Keating
Harriet Lipe
Ivan Lowery
Steven McCutchan
Jean Rodenbough
Frank Thomas
Charles Watson
Michael Woodard

New and Small Church Task Force

Gladys Bailey
David Henry
Marsha Hooks
William Hylton
Robert Oates
E. L. Patterson

Preparation for Ministry Task Force

Martha Lou Anderson
Rose Barford
Elijah Freeman
Ezra Gilliam
Nancy Hannah
Dexter Taylor

Assembly Moderators

Tyrone Burkette
L. V. Lassiter
Robert Scott
Carter Shelley

Catawba Unit Staff

Joe Gaston

Concord Presbytery Staff

John Handley
Joe Pickard
Walter Smith
Bart Shaw
Caroline Gourley
Edna Rimmer
Phyllis Plyler
Sara Williams
Esther Meiggs
Tanna Brown
Sandra Fowler

Orange Presbytery Staff

Al Thomas
Jim Watkins
Paul Ransford
Kay-Robert Volkwijn
Chuck Noonan
Bob Poteet
Dot Bass
Anne Higgs
Marjorie O'Briant
Debbie Pearson
Betty Berghaus

Yadkin Presbytery Staff

G. Dwight Nelson
Ella Mae Phelps

Joint Hunger Enabler for Concord/Yadkin Presbyteries

Catherine Reed

EXHIBIT B

NOMINATING COMMITTEE
Salem Presbytery

The Rev. George Alexander, Jr.
The Rev. Malcolm Bullock
Mr. Russell Cowan
Mr. James Gilchrist
Ms. Helen Herndon
The Rev. Rus Howard, Moderator
Mr. Keith MacLean
The Rev. James Miller
The Rev. Leland A. Richardson
Ms. Dorena Stevenson
Ms. Sue Walser
Ms. Rosa Yourse

Mr. Rudolph Boone, Sr.
Ms. Lillie Cameron
The Rev. James T. Frazier
Ms. Mildred Hart
The Rev. Cynthia Higgins
Mr. Ted Hruslinski
Ms. Margaret Marks
Mr. Herb Reese
The Rev. Jean Rodenbough
Ms. Cyndi Taylor
The Rev. Michael Woodard

SALEM PRESBYTERY

Corrections to 1989 Budget: (Draft 7)

Change in the Primary Budget:

Line #24
From $190,000 to $274,783.20
Line #30
From $175,000 to $ 98,958.00
Line #34
From $ 35,608 to $ 30,630.80
Between #35 & #36 - Insert: Administrative Commission $1,500.00

Line #36
From $441,888 to $447,152.00
Line #91
Delete & change Line #96 to $ 14,475.00
Line #332
From $ 98,000 to $101,536.00
Line 337
From 134,085 to $137,621.00

Add Hunger Budget (below)

This Hunger Budget is funded from special offerings outside the general budget.

International Partnerships			
	Ghanu		$30,000.00
	Zaire		$15,000.00
Hunger Education			
	Meals		$ 150.00
	Postage		$ 200.00
	Printing		$ 500.00
	Supplies		$ 200.00
	Telephone		$ 200.00
	Travel		$ 1,750.00
	Total		$ 3,000.00
Presbytery Hunger Projects			
	Domestic Projects		$12,500.00
	Hunger Action Enabler	$ 3,500.00	
Ethiopia Yesu/McKinny Projects		$12,500.00	
TOTAL HUNGER BUDGET			$76,500.00

1989 BUDGET - SALEM PRESBYTERY

ITEM		1989 REQUEST	
ADMINISTRATION COSTS, OFFICE, STAFF, COUNCIL AND OPERATIONS			
Executive Presbyter 1 year 2 Associate Presbyters 6-8 months Secretarial Staff one 12 months two 6-8 months 1 Administrative Assistant			
Staff Costs		$190,000.00	
Administrative Costs Includes continued use of offices, maintenance, staff & operations expenses	$175,000.00		
Council & Committees	$ 16,280.00		
Bicentennial Celebration Contingency		$ 35,608.00	
Transitional Costs		$ 25,000.00	
Sub Total		$441,888.00	$441,888.00
ADMINISTRATIVE SERVICES DIVISION			
Communications Committee			
News Page in Synod Paper		$ 7,800.00	
Joint Mission Brochure		$ 1,200.00	
Photo Supplies		$ 240.00	
Sub Total		$ 9,240.00	$ 9,240.00

CONGREGATIONAL LIFE DIVISION				
Resource Centers Com.				
	Resource Acquisition	$ 2,000.00		
	Subscriptions	$ 1,500.00		
	Equipment	$ 1,500.00		
	Newsletter	$ 1,000.00		
	Catalogue	$ 500.00		
	Packing, etc.	$ 500.00		
	Postage, phone	$ 500.00		
Sub Total			$ 7,500.00	
Leadership Development				
	Winter Training Event	$ 3,500.00		
	Fall Training Event	$ 3,500.00		
Sub Total			$ 7,000.00	
Youth				
	Spring Youth Retreat	$ 3,500.00		
	Fall Youth Retreat	$ 3,500.00		
	Youth Leadership Scholarships	$ 1,500.00		
Sub Total			$ 8,500.00	
Professional				
	Educators Group	$ 1,000.00		
New Programming		$ 3,500.00		
Presbytery Meetings		$ 500.00		
Sub Total			$ 5,000.00	
Adult Ministry Committee				
	Young Adult/Singles	$ 2,500.00		
	Men of Church	$ 4,875.00		
	Presbyterian Counseling	$ 8,000.00		
	Handicapped Ministry	$ 700.00		
	Aging Ed. Ministry	$ 3,400.00		
	Caswell Co. Parish Aging Ministry	$ 3,000.00		
Sub Total			$ 22,475.00	
New Committees				
Educational Ministry				
Stewardship Education				
Worship & Music				
Children's Ministry				
Spiritual Formation				
Fellowship & Recreation				
Cong. Life Sub Total			$ 50,475.00	$ 50,475.00

COMMITTEE ON MINISTRY				
Committee on Ministry				
	Calls, Covenants & Vacancies	$ 4,950.00		
	Pastor/Parish Relations	$ 2,500.00		
	Visitation	$ 2,500.00		
	Committee Meetings	$ 5,500.00		
Sub Total			$ 15,450.00	
Examinations Committee		$ 2,000.00	2,000.00	
Professional Development				
	Church Professional Counseling	$ 8,000.00		
	Professional Dev.	$ 4,000.00		
Sub Total			$ 12,000.00	
Preparation for Ministry				
	Committee			
	Candidate & Educational Service	$ 25,000.00		
	Field Work for Candidates	$ 2,000.00		
	Committee Expenses	$ 2,200.00		
	Miscellaneous	$ 800.00		
Sub Total			$ 30,000.00	
Com. on Min. Sub Total			$ 59,450.00	$ 59,450.00
CHURCH IN THE WORLD DIVISION				
Women's Ministry				
	Committee			
	Scholarships	$ 200.00		
	Retreat, Prof. Women	$ 700.00		
	Conf. on Women in Ministry	$ 200.00		
	COWC	$ 550.00		
	Retreat, Non-Church Professionals	$ 250.00		
	Candidates Tea	$ 100.00		
	Economic Justice Conf.	$ 100.00		
Sub Total			$ 2,100.00	
Criminal Justice & Prison Ministry Com.				
	Prison Ministry Workshop	$ 2,200.00		
	Prison Ministry Survey & Evaluation	$ 300.00		

	Interpretation of Prison Needs to Local Churches	$ 1,000.00	
	Women's Chaplain Raleigh	$ 10,000.00	
Sub Total			$ 13,500.00
International Missions			
	Mission Itineration	$ 960.00	
	Mission Advocates Networks	$ 795.00	
	Hsinchu Partnership	$ 5,000.00	
	Mission Conf.	$ 2,000.00	
	Refugee Advocacy	$ 1,000.00	
Sub Total			$ 9,755.00
Higher Education			
	High Point College	$ 600.00	
	Winston-Salem State	$ 900.00	
	NC A & T	$ 1,100.00	
	Contingency	$ 500.00	
	ASU Student Programing & Maintenance	$ 9,000.00	
	UNCG	$ 5,000.00	
	Continguency	$ 5,500.00	
Sub Total			$ 22,600.00
Peacemaking			
	Workshop	$ 1,850.00	
	Peace Enabler	$ 1,350.00	
	Presbyterian Newsletter	$ 500.00	
	Workshop on South Africa	$ 1,850.00	
	Peacemaking Conference at Montreat	$ 708.00	
Sub Total			$ 6,258.00
Social Justice Committee			
Urban Ministries			
	Alamance Local Min.	$ 6,500.00	
	Church of the Cross	$ 20,000.00	
	Samaritan Shelter	$ 5,000.00	
	Bethesda Day Shelter	$ 5,000.00	
	St. Pauls, High Point	$ 1,000.00	
Sub Total			$ 37,500.00
Self Development of People			
	Summer Enrichment Calvary Church	$ 1,000.00	
	Reid Memorial	$ 1,000.00	
Sub Total			$ 2,000.00

	Racial Ethnic			
	Concerns	$ 550.00		
Sub Total			$ 550.00	
	Ecumenical Concerns	$ 1,000.00		
	Sub Total		$ 1,000.00	
	Hunger	$ 7,775.00		
	Sub Total		$ 7,775.00	
	Resort Area Ministry			
	Social Ministry	$ 0.00		
	Administration	$ 0.00		
	Summer Staff	$ 0.00		
	Winter Ministry	$ 0.00		
	New-Dev. Team Summer	$ 0.00		
	Adm. Year Round	$ 0.00		
	Sub Total		$ 3,000.00	
	Sub Total Mission		$106,038.00	$106,038.00
**********				
	CHURCH DEVELOPMENT			
	DIVISION			
**********				
	Small Church Support			
	Committee			
	Allen Temple/Freedom	$ 9,240.00		
	Asbury	$ 5,000.00		
	Beulah	$ 3,000.00		
	Calvary	$ 10,680.00		
	Cleveland	$ 6,600.00		
	Clio	$ 2,700.00		
	Cooleemee	$ 1,200.00		
	Danbury	$ 2,500.00		
	Flat Rock	$ 6,000.00		
	Glendale Springs	$ 7,000.00		
	*Harmony	$ 1,500.00		
	Hills	$ 4,300.00		
	Immanuel	$ 7,500.00		
	Kernersville, First	$ 3,250.00		
	Lansing	$ 7,500.00		
	Laurel Fork	$ 3,500.00		
	*Love Valley	$ 3,000.00		
	Oakland	$ 4,000.00		
	Pine Hall	$ 8,160.00		
	Reid Memorial	$ 8,400.00		
	St. Pauls, High Point	$ 5,520.00		
	Sandy Ridge	$ 3,264.00		
	Wilkes Chapel	$ 2,400.00		
	Yadkin United	$ 4,060.00		

	Yadkinville	$ 7,000.00		
	Freedom	$ 9,240.00		
	Calvary	$ 10,680.00		
	Reid Memorial	$ 8,400.00		
	St. Paul	$ 5,520.00		
	Yadkin United	$ 4,060.00		
	Black Small & Rural Church Dev.	$ 16,000.00		
	Contingency	$ 20,000.00		
Sub Total			$201,174.00	
	Retreat: Spring, Fall	$ 1,500.00		
	Small Church Newsletter	$ 1,000.00		
Sub Total			$ 2,500.00	
Church Development Committee				
	Fellowship	$ 20,000.00		
	Dogwood Acres/ Whispering Pines	$ 5,000.00		
Sub Total			$ 25,000.00	
Evangelism Committee				
	Consultant Services	$ 1,750.00		
	Area Meeting	$ 3,000.00		
	National Evang. Conf.	$ 2,000.00		
	Task Force Communications	$ 2,600.00		
	Presbytery Evang. Conf.	$ 3,000.00		
Sub Total			$ 12,350.00	
Church Dev. Sub Total			$241.024.00	
NOMINATIONS COMMITTEE				
Committee Meetings		$ 2,880.00		
Contacting				
	Nominees	$ 920.00		
Sub Total			$ 3,800.00	$ 3,800.00
BLACK CAUCUS				
Unit Expenses		$ 4,000.00		
Sub Total			$ 4,000.00	$ 4,000.00

	OUTDOOR MINISTRIES			
	DIVISION			
	Subsidy intended for			
	50% Camp New Hope &	$ 98,000.00		
	Presbyterian Point			
	Adm. Costs	$ 3,145.00		
	33% Camp Grier	$ 30,940.00		
	Adm. Costs	$ 2,000.00		
	Sub Total		$134,085.00	$134,085.00
	SALEM PRESBYTERY TOTAL		50%	$1,050,000.00
	SYNOD OF MID-ATLANTIC	$407,400.00	19.4%	$ 407,400.00
	GENERAL ASSEMBLY	$642,600.00	30.6%	$ 642,600.00
	GRAND TOTAL			$2,100,000.00

I N D E X

Amendments to the Book of Order 11

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Nominating Committee
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Minutes of

SALEM PRESBYTERY

SPECIAL MEETING
MT. TABOR PRESBYTERIAN CHURCH
CLEVELAND, NORTH CAROLINA
February 2,1989

SPECIAL MEETING
MINUTES OF
SALEM PRESBYTERY

MT. TABOR PRESBYTERIAN CHURCH
CLEVELAND, NORTH CAROLINA

February 2, 1989

Pursuant to the request of the Nominating Committee, the Mission Task Force, and the Exempt Staff Search Committee, and at the call of of Moderator Dale Davidson, Salem Presbytery met in a Special Meeting at Mt. Tabor Presbyterian Church of Cleveland, North Carolina, on February 2, 1989.

The meeting was called to order by Dale Davidson at 1:30 P.M.

The moderator led in prayer and led in the singing of a hymn.

READING THE CALL

The Stated Clerk read the call for the meeting, and noted that in accordance with the Book of Order, the call was in order. The governing body approved the call.

CALL FOR A SPECIAL MEETING OF SALEM PRESBYTERY

A Special Meeting of Salem Presbytery is called to convene on Thursday, February 2, at 1:30 p.m. at the Mt. Tabor Presbyterian Church of Cleveland, N.C., to take action as appropriate on the following matters:

- Council recommendation concerning dates and places of Salem Presbytery Stated Meetings in 1989
- Report of Nominating Committee
- Overtures from Highland Church concerning Educators
- Request of Graham Church to sell manse
- Report of Exempt Staff Search Committee concerning Associate Presbyters

ACTION:

Presbytery interpreted the materials sent in the packet to include, as a part of the purposes for this Special Meeting, action on the Mission Task Force Report, and two items concerning ministers.

ENROLLMENT

The following Ministers were enrolled:

A - F

Wyatt Aiken, Frank Allen, Michael Askew, Jim Banbury, John W. Bell, Linda Blessing, John C. Brearley, Bob Button, William D. Carmines, George Carpenter, Gray Clark, J. Alex Coblentz, Clyde T. Cook, Max E. Deal, Robert Dean, James A. Dickens, Carl Dumford, Daniel L. Durway, James W. Eller, Carlton A. G. Eversley, Dusty K. Fielder, Roscoe B. Fisher, E. B. Freeman, Jr., R. O. Freeman, Harold Fuller, Tempe Fussell,

G - M

Calvin P. Gentry, Carter Gillespie, James H. Grant, W. C. Hayes, James Henderson, David Henry, E. A. Hewlett, Cynthia R. Higgins, Z. N. Holler, Rus Howard, Joanne Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Bill Johnston, H. J. Keating, Bill Knox, Phyllis Kort, Donald E. Lannon, Bob Lee, D. T. Lee-Andrews, David A. Long, III, William F. Long, Ivan W. Lowery, Robert M. Matthews, Steve McCutchan, Charles T. McKee, Judson Milam, John Milholland, F. Thomas Miller, Don Mimbs, Allen Morrison, William H. Morrison.

N - Z

David Nash, George F. Neal, J. Herbert Nelson, David Partington, Karen Pearson, Jamie Pharr, A. B. Plexico, Catherine Reed, W. C. Rhodes, Leland A. Richardson, Paul S. Ryoo, Carter Shelley, Jerold D. Shetler, Steve Shive, Burwell J. Shore, David L. Smith, Bill Sosebee, Laura M. Spangler, J. L. Spears, Chip Steele, Patricia Stewart, Dexter Taylor, John G. Truitt, Jr., W. D. Varker, W. Russell Ward, Jr., Norman M. Whitney, Sr., John A. Wilkerson, Jr., Jim Wilson, Paul D. Woodall, Jr., Mike Woodard, R. Scott Woodmansee, Robert L. Yoder.

The following Ministers asked to be excused from attendance:

Alonza M. Alexander, Thomas B. Bagnal, Jr., Jonathan Barker, L. Adlai Boyd, Charles R. Carter, Carole J. Chase, Jay Click, Kermit W. Dancy, Frank A. Davison, Frank Dew, M. Susan Dobyns, John Eliason, Hugh S. Evans, McLean Faw, Robert A. Fiedler, Milton M. Forest, Gary Fravel, Sam Fudge, Philip R. Gehman, Lucius A. Gray, Bob Herron, John R. Hilley, W. Stacy Johnson, Walt King, S. Edwin Lewis, Jack R. Marrow, Steve A. Martin, James Mauldin, James M. McDaniel, Allen C. McSween, H. Reid Montgomery, Joe Mullin, Kathleen Murdock, S. Curtis Patterson, W. T. Perkins, George Ploger, Phillip J. Pogue, James M. Rissmiller, Jean Rodinbough, Danny M. Sharpe, Walter R. Smith, Rockwell Ward, John M. Watkins, John C. Whitley, John A. Wilkerson, Jr., Ben F. Williams, J. Gordon Williams, William J. Wrenn, Jr.

The following Ministers were unexcused:

G. Woody Alexander, Jr., Larry Avent, Jesse Bledsoe, Ernest Bradford, Ed Brammer, Warren Brannon, Malcolm M. Bullock, Thomas H. Clymer, Frederick

A. H. Coates, Christopher East, Robert C. Evans, III, James T. Frazier, Robert Kopp, Robert M. Lewis, David A. Long, III, Jonathan Lovelady, Ivan Lowery, Steven P. McCutchan, James Miller, Robert S. Osborne, Paul N. Ridolfi, Stanley M. Voth, Harold Waldruff, Charles Williams, Scott Woodmansee, Robert L. Yoder.

The following Churches were enrolled by the attendance of their representatives:

A - F

Alamance Bob Fogleman, A. G. Greeson, Jr., Allen Temple Kartune Carr, James Miles, Asheboro, First Mike Sherrill, Dorothy S. Walker, Back Creek Graham Cowan, Bethany Hugh Boswell, Larry Wilson, Bethel James C. Tuttle, Bethesda Sue Cook, Beulah Myles Watkins, Buffalo Duncan McGint, Burlington, First Nancy W. Pritchett, May T. White, Calvary Marvin Nauman, Cameron Phyllis Chambers, Church of the Covenant John Barney, Corinna B. Johnson, John P. Scoville, Jr., Cleveland John E. Gray, Clio Adrian Dobson, Cooleemee Grier C. Waller, Covenant Ralph L. Wohlfoad, Crestwood Clarice Hutchins, Cross Roads Eloise Cates, Aline Tate, Dellabrook R. L. Henry, Dogwood Acres Anne B. Neely, Edward Webb Gladys W. Bailey, Leone Cannon, Eden, First Coy L. Stack, Elkin Douglas Thompson, Fairmont Adam Dan, Fieldstone LaRue M. Burleigh, Flat Rock A. L. Alexander, Forest Park Johnny Hoover, Francisco Betty Wright, Freedom Julia S. Hill, Dorena Stevenson.

G - M

Grace Ella Mae Phelps, William E. Shouse, Graham James W. Lester, Allen D. Tate, Greensboro J. Mack Albright, Frank A. Campbell, Dale Davidson, Doris Preyer, Peter V. Vanstory, Richard Wharton, Guilford Park Ezra W. Brooks, Fred Waterhouse, Hawfields David Smith, W. C. Stuart, Highland Betty Grigg, Lee Harrington, High Point, First Willa L. Connor, Willard Kimrey, John Lucas, Immanuel Dee Foy, Jamestown Robert L. Moore, John Calvin D. J. Whitfield, Lansing Mary Iles, Lexington, First Nell S. Hood, Lloyd Edwin L. Patterson, Logan Clayton Tatum, Mebane T. D. Jones, Mocksville, First Wilson A. Sherrill, II, Mooresville, First Bill Harris, John T. McClure, Mt. Jefferson H. W. Hamilton, Jr., Mt. Tabor Roy L. Carruth, Lilliesteen M. Harris, Joseph N. Rankin, Mt. Vernon Lucille Phieter, Mt. Vernon Springs Lillie B. Cameron.

N - Z

New Creation Community Margaret Young, New Salem J. H. Norton, North Wilkesboro Marcella P. Church, Old Town Jim Winning, Parkway B. W. Strader, Pittsboro Charles W. Cameron, Marion Cameron, Prospect Glenn Gregory, Providence William H. Wooten, Jr., Reid Memorial John H. Carr, Salisbury, First Ron Gobble, Linda Thurston, Salisbury, Second Bob Julian, Sedgefield Marge Monroe, Shady Side Charles M. England, Shallowford Randolph E. Fear, Spencer Merrill Russell, Siler City Jack Brooks, Springwood Billy G. Sutton, St. Andrews Roy Westbrook, St. James Estelle Curley, Russ Yourse, St. Paul Ron Ervin, George Farrow, Starmount Tom Sinks, Statesville, First Mrs. Gaston Boyle, Frank A. Stewart, Tabor V. C. Troutman, Taylorsville Frank Matheson, Third Creek

Richard Current, Thyatira Frank W. Fuller, Jr., Trinity (Burlington) Franklin Lyerly, Unity Don Watson, Vandalia Tillie Ransdell, Wentworth Henry E. Sands, Westview Harry M. Clark, Whispering Pines Ramona Parks, Emmett L. Rich, Yadkin United Thomas O. Vinson, Yanceyville Charles L. Sheridan.

The following Churches were excused from having representation at this meeting of presbytery:

Asbury; Bixby; Clemmons; Collinstown; Community in Christ; East Burlington; Fifth Creek; Glendale Springs; Glenwood; Greenwood; Harmony; Hills; Laural Fork; Love Valley; Memorial; Piedmont; Pleasant Grove; Randolph; Speedwell; Stoneville; Stony Creek; Trinity (Winston-Salem).

The following Churches were not present and did not request an excuse from this meeting of presbytery:

Baird's Creek; Bethel; Bethesda (Statesville); Bethesda (Ruffin); Boone, First; Boonville, First; Brentwood; Centre; Church of the Cross; Concord; Danbury Community; Ebenezer; El Bethel; Elmwood; Faith; Fellowship; Forest Hills; Franklin; Griers; Gulf; Hope View; Joyce; Kernersville, First; Lexington, Second; Madison; Milton; Mocksville, Second; Mt. Airy, First; Mt. Vernon Springs; Oakland; Oakview; Peak Creek; Pilot Mountain, First; Pine Hall; Pine Ridge; Red House; Reidsville, First; Riverview; Rumple Memorial; Sandy Ridge; Shiloh (Statesville); Shiloh (Burlington); Smyrna; Southminster; Sparta; St. Paul (High Point); Thomasville, First; Trinity United; Westminster; Winston-Salem, First; Yadkinville.

The following Church Professionals were enrolled:

Evelyn Edwards, Betty Anne Ellington, Claire Holt, Rebekah Lee-Andrews, Ida K. McCaskill, Leslie McLeod, Nell Shull, Delores Spielman, Parks O. Williams.

The following Visitors were registered:

Annie Miller Bates, Holly Brooks, Ada Settle Brown, Karen Bryan, Tinsie Carson, John C. Chambers, W. Earle Chapman, Bill Ducker, Virginia Edmiston, Mrs. Roscoe B. Fisher, Lucy Francis, Clarence Frost, Ezra C. Gilliam, Donald Hart, John Heaggans, Amy L. Holland, Sally McQueen, Maxine C. Morris, Jane Miller, Ruth M. Patterson, Kenneth E. Pollock, Elizabeth Scott, Otis B. Scott, Albert D. Shaw, Jr., Robert L. Stephens, B. C. Stevenson, Rebecca Whitenack, Gladys Winston, W. Bryon Wolfe, Aurelia L. Young.

QUORUM

The Stated Clerk declared a quorum was present.

APPROVAL OF THE DOCKET

The Docket was approved as presented.

WELCOME

Joe Spears, Pastor of the Mt. Tabor Church, Cleveland, North Carolina, welcomed the presbytey and explained the arrangements for the meeting.

INTRODUCTIONS

Karen Bryan	Presbyterian Print Site Manager
Bart Shaw	Camp Grier Director
Nell Schull	Chair, Recreation Task Force
Amy Hollar	Elder, Forest Park Presbyterian Church
Elizabeth & Otis Scott	Beulah Presbyterian Church

Elders attending for the first time were introduced.

COMMUNICATIONS

From	Subject	Resolution
Session of Graham Presbyterian Church, Graham, N. C.	Request for approval to sell manse (Appendix A, p. 49)	Granted
Highland Presbyterian Church, Winston-Salem	Care Process Overture and Theological Institutions Certification Overture	To be considered at time of Standing Committee Report

COORDINATING COUNCIL REPORT
Herbert Nelson, Chairman

Herbert Nelson reported on the first meeting of the Council. He announced a contest for the design of a Salem Presbytery logo.

ACTION:

Presbytery approved the following dates and places of meetings of Salem Presbytery in 1989.

April 6, 1989	First Presbyterian Church Statesville, N. C.
June 23-24, 1989	Lees-McRae College Banner Elk, N. C.

NOMINATING COMMITTEE
Rus Howard, Chairman

ACTION:

Presbytery approved the following nominations.

Outdoor Ministries Division
Moderator: Warren Brannon

Church Development Division
Moderator: Donald Hart

Leadership Development Committee
Moderator: Jonathan LeCrone

Singles Ministry Committee
Moderator: Stanley Voth

International Missions Committee
Moderator: Alexander Coblentz

Women's Ministry Committee
Moderator: Marge Monroe

Presbytery Council
Class of '89: Norman Whitney

Committee on Ministry
Class of '89: Joe Spears
Class of '90: Mitchell Causey
John Barney

Preparation for the Ministry Committee
Class of '91: Holly Hileman

Budget and Finance Committee
Class of '89: Sarah Boone
David Battle

Personnel Committee
Class of '89: Dexter Taylor
Class of '90: Carl Dumford
Class of '91: Eleanor Bradshaw

Peacemaking Committee

Class of '89	Class of '90	Class of '91
Roy Valencourt	Frank Dew - Mod.	Virginia Alston

	Betty Mullin	Clayton Tatum
	Lilliestein Harris	Chris East

Hunger Committee

Class of '89	Class of '90	Class of '91
	George Carpenter-Mod.	Hank Keating
John Bell	Helen Branford	Daisy Keaton
Charles Cameron	Lib McPherson	Barbara Clawson
Sarah Woodard	Clarence Jolly	Clyde Cook

Evangelism Committee

Class of '89	Class of '90	Class of '91
	Karen Pearson	Linda Thursten
	Mike Culler	Frank Thomas
Weldon Fields	McLean Faw	David Nash-Mod.

Commissioner to Synod

Elder Alternate Number 3 of Group 1: Mildred Hart

MISSION TASK FORCE
Mike Woodard, Chairman

Mike Woodard presented a proposal concerning the Avaladora Agency, Alfalit Para, Guatemale. (Appendix B, pp. 50-68.)

It is the understanding of presbytery that only funds available from unused Concord and Yadkin joint Two Cents A Meal offerings would be used for this project up to the proposed $10,017.22 amount.

ACTION:

Presbytery granted $10,017.22 to the Avaladora Agency, Alfalit Para, Guatemale, to be divided as follows:

$5,629.32	from the overseas money to be used for the leasing of land
$4,387.90	from the technical assistance account to be used for technical training, educational material, technical support of the organizer's salary, legal expenses, expenses for administration and audit.

MATTERS CONCERNING MINISTERS

The Stated Clerk presented the matters.

ACTION:

1. The Committee on Ministry was granted the authority to find in order calls issued by churches, to approve and present calls for services of ministers, to approve the examination of ministers transferring from other presbyteries required by G-11.0402, to dissolve the pastoral relationship in cases where the congregation and pastor concur, and to dismiss ministers to other presbyteries, with the provisions that all such actions be reported to the next Stated Meeting of the Presbytery (G-9.0403, G-14.0507).

2. A Special Disciplinary Committee of five persons was designated to inquire into the concerns voiced and the moderator was given authority to appoint the Committee and report their names to the next Stated Meeting of Presbytery (April 6, 1989).

EXEMPT STAFF SEARCH COMMITTEE
Dexter Taylor, Chairman

Dexter Taylor presented the report of the committee, together with a paper entitled "Staffing Pattern Rationale". (Appendix C, pp. 69-75.)

Discussions between the moderator of the Council, the Budget and Finance Committee and Exempt Staff Search Committee concluded with the recommendation that Salem Presbytery proceed to call three Associate Presbyters in 1989 and a fourth Associate Presbyter at an undetermined point in the future.

At this time, we wish to proceed to the employment of the Associate for Finance and Business Affairs/Treasurer, the Associate for Care and Development of Church Leadership, and the Associate for Congregational Life. Responsibilities for staff resourcing to the committees of the Church in the World Division will be shared by all members of the Program Staff under the direction of the Executive Presbyter.

As a part of the budget process for 1990, the Personnel Committee in close consultation with the Council, the Budget and Finance and Evaluation and Goals Committees, will assess the need and feasibility of employing the fourth Associate Presbyter. The Exempt Staff Search Committee believes strongly that this position should be filled as soon as possible.

Staff Cost Comparisons are presented for your information. They indicate similar levels of staffing costs by the two larger antecedent presbyteries compared to the range of our proposal. They include both a minimum and a maximum range of total costs as the Exempt Staff Search Committee negotiates with prospective candidates.

ACTION:

1. The Exempt Staff Search Committee proceeded to seek nominees for the positions of Associate Presbyter for Finance and Business Affairs/Treasurer, Care and Development of Church Leadership, and Congregational Life to be presented to the Presbytery as quickly as possible.

Amendment:

Applicants for the exempt staff positions of Salem Presbytery were to be either ordained officers of the Presbyterian Church (USA) or others schooled in our heritage (e.g. certified Church Educators) who have been elected to and prepared for church office under the authority of a governing body of the Presbyterian Church (USA).

2. The Position Descriptions for the Associate Presbyters for Finance and Business Affairs/Treasurer, Care and Development of Church Leadership, Congregational Life and Witness and Mission were approved.

3. Search for a person to fill the position of Associate Presbyter for Witness and Mission was delayed for further consideration by the Personnel Committee as a part of the 1990 budget process.

4. The Executive Presbyter was instructed to give special attention to the needs of the Church in the World Division in 1989 using available Interim Staff, the permanent Program Staff as they become available, and volunteers to resource this vital area.

5. Members of Presbytery were requested to suggest names of prospective candidates to the Search Committee.

6. The Presbytery joined in prayer with the Exempt Staff Search Committee seeking God's guidance for their search.

7. Persons applying for these positions were to be given the option of receiving what they consider in conscience a more just wage in terms of world resources; and all advertising for these positions note that option.

STANDING COMMITTEE REPORTS

OVERTURES COMMITTEE

The Overtures from the Session of the Highland Presbyterian Church was considered.

"CARE PROCESS OVERTURE"

Whereas:

In earlier times those persons responding to God's call to be employed and serve as Church Educators were taken under the care of their Presbytery,

Whereas:

Certified Church Educators now have the right to and privilege of the floor of Presbytery,

Whereas:

The Book of Order in G-14.0702 states "The General Assembly shall provide an accrediting process which evaluates the educators' academic preparation...",

Whereas:

The Presbyterian Church has always valued care and support for those studying and preparing for ministry,

Whereas:

Educational leadership is viewed as ministry (Book of Order G-14.0701),

Whereas:

There are no provisions for the care, supervision, and support during the preparation of those called into Educational Ministry who are not seeking ordination to the Office of Minister of the Word and Sacrament,

Whereas:

The Salem Presbytery overtures the 201st General Assembly meeting in Philadelphia to direct the Church Vocation Ministry Unit in consultation with the Education and Congregational Nurture Ministry Unit to give high priority to the development of a process to provide for the full preparation including the care, supervision, and support of persons not seeking ordination to the Office of Minister of the Word and Sacrament but called to serve the Church through Educational Ministry reporting such to the 202nd General Assembly for its adoption.

"THEOLOGICAL INSTITUTIONS CERTIFICATION OVERTURE"

Whereas:

The Presbyterian Church (U.S.A.) has validated Education Ministry through the establishment of a certification process (Book of Order G-14.0700),

Whereas:

It is now possible to graduate from the theological institutions of the Presbyterian Church (U.S.A.) without having fulfilled the academic requirements for certification,

Whereas:

Some pastors and educators will seek certification, accepting the church's recognition of their gifts, preparation and effective service in educational ministry,

Whereas:

It is often difficult for students to effectively plan for certification when the courses for meeting the requirements to be certified are not clearly identified,

Therefore:

The Salem Presbytery overtures the 201st General Assembly meeting in Philadelphia to direct the Committee on Theological Education to address the need for coordination related to the certification of pastors and educators within the theological education system of the Presbyterian Church (U.S.A.).

RESOLUTIONS COMMITTEE

The report of the Resolutions Committee was presented by Phyllis Kort.

ACTION:

The Presbytery adopted the following resolution of appreciation.

Whereas:

On short notice, the Mt. Tabor Presybterian Church so willingly agreed to host this called meeting of Salem Presbytery, and

Whereas:

The staff and membership of the Mt. Tabor Church provided so adequately for our comforts and needs, and

Whereas:

The Council chose for us such a lovely day on which to make this trip, on this 2nd day of February, 1989,

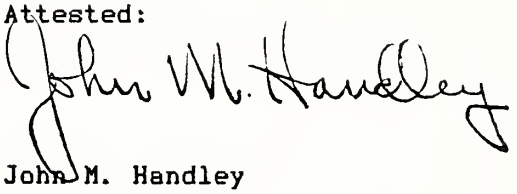
Therefore:

The Resolutions Committee for Salem Presbytery respectfully submits to the court this resolution of appreciation and joyful thanks for its adoption!

ADJOURNMENT

Presbytery was adjourned at 4:15 p.m. Joe Spears led the closing prayer.

Attested:



John M. Handley
Stated Clerk

Graham Presbyterian Church

P. O. BOX 728

Graham, North Carolina 27253

TELEPHONE 226-4747

January 18, 1989

Salem Presbytery
Dr. John M. Handley, Stated Clerk
P. O. Box 129
Barium Springs, North Carolina 28010

Dear Dr. Handley:

On Sunday, January 15, 1989, the congregation of Graham Presbyterian Church, Graham, North Carolina met at a called meeting to consider a recommendation by the Session that the church sell its manse, and that the proceeds of the sale be held in trust by the Session in a special fund known as The Manse Fund. The interest from the fund would be applied toward a housing allowance for the senior pastor of the church.

The congregation voted to sell the manse.

In accordance with the Book of Order (G-8.0501), we request permission of Salem Presbytery to sell a parcel of real property known as the Graham Presbyterian Church manse located at 301 Jones Street, Graham, North Carolina 27253. Upon receipt of written permission of Presbytery, the Session will direct the sale of the manse and establish The Manse Trust Fund.

For the Session,

Jerry A. Holt

Jerry A. Holt
Clerk of Session

PROPOSAL OF THE MISSION TASK FORCE

Avaladora Agency, Alfalit Para, Guatemale: Leasing of land for the cultivation of corn be granted $10,017.22 to be divided as follows:

$5,629.32 from the overseas money to be used for the leasing of land

$4,387.90 from the technical assistance account to be used for technical training, educational material, technical support of the organizer's salary, legal expenses, expenses for administration and audit.

The purpose of this project is to provide rural farm workers technical, ecomonic and organizational support. The farm workers of this community do not have their own land to cultivate but must pay an annual rent. Through this project a loan will be made which they themselves will have to manage through their local organization. (Director of Project: Jorge Colindres Monzon, Abenivad Simeon Canas 7-13 Zona 2, Guatemale City, Guatemale; the translated statement on the expertise of the proposal itself was "the Spanish original is as professional and elegant a piece of writing as I have seem in my reading of many Central American letters and reports")

Presbyterian Hunger Program has funded Alfalit in the past although they have no knowledge of this particular project; they are willing to send the check to the Avaladora Agency, Alfalit Para, Guatemale.

11/4/88

To: Mike Woodard

Fr: Dave Young

Re: ALFALIT - Guatemala proposal

Thank you for sending me a copy of the Proyecto Arrendamiento de Tierra para el Cultivo de Maiz. I am sorry that I do not have any first hand knowledge of this project nor of Alfalit in Guatemala. However, Alfalit does enjoy a high reputation in its work. As I read the proposal it seems not only sound but also necessary. Yet there is the fact that land reform or land use is a very controversial issue in Guatemala. Thus one has to ask whether or not the project will be allowed to unfold as it is planned. My guess is that the scale is small enough that there would not be a problem. But that is only a guess. Plus I do not know the political stance or activity of the Guatemalans who are involved in the project.

As an additional checking you might want to consider calling Bob and Becky Dodson. They are PCUSA missionaries who work near the city of Retalhuleu. It is possible that they would know of the project. They can be reached as follows in the U.S. where they are on home assignment through January, 1989. 10/29-11/14: 813-821-0666. 11/14-12/10: 818-793-6878.

Sorry I cannot be of more specific help at this time.

100 Witherspoon Street
Louisville, KY 40202-1396
502 580-1900

341 Ponce de Leon Ave., N.E.
Atlanta, GA 30365
404 873-1531

475 Riverside Drive
New York City, NY 10115
212 870-2687

925 Chestnut Street
Philadelphia, PA 1910[illegible]
215 928-2745

September 16, 1988

Mr. Mike Woodard - Hunger Committee of the Presbyterian Church

Dear Sirs:

May the Lord of life be with you and bless you in the work you are accomplishing.

A few days ago we received a call from your office where you informed us of your intention to support us in an agricultural project and that you would have a meeting the 28th of the current month, for which we are sending this presentation.

In this regard and in the name of the farmers and their families, many thanks for the support and hope you offer them in their project, which is life for them because corn is our basic food.

Knowing that brothers from other places remember and are in solidarity with them gives them hope and commits them to work in their community with more love. This gives them life and motivates them to continue giving a testimony of unity and love to the community as Christ has done for us. To provide adequate control of the funds, they will be channeled through our organization and distributed specifically for what the project specifies.

Many thanks to the Hunger Committee of the Presbyterian Church and we hope for a very good reply.

Yours truly

TRANSLATOR'S NOTE:

Although my understanding of Spanish is sufficient that I have understood this document thoroughly, my skill as a translator is not adequately technical to produce a document as polished and literate as the original. The Committee should attribute any awkwardness or lack of cohesive style to me. The Spanish original is as professional and elegant a piece of writing as I have seen in my reading of many Central American letters and reports.

Katherine Floerke

PROJECT

LEASING OF LAND FOR THE CULTIVATION

OF CORN

AVALADORA AGENCY

ALFALIT PARA GUATEMALA

Guatemala, September 16, 1988

INDEX

SUMMARY OF THE PROJECT

GENERAL ASPECTS OF THE PROJECT

- Name
- Introduction
- Organization responsible for the execution
- The Avaladora Agency
- Location of the project

DESCRIPTION OF THE PROJECT

- Analysis (appendix)
- Introduction
- Justification
- General Objectives
- Specific Objectives
- Goals
- Methodology
- Resources
- Economic Analysis
- Budget
- Evaluation System

APPENDIX

- Activity Plan
- Budget
- Map

SUMMARY OF THE PROJECT:

The central idea of the project is to provide rural farmworkers technical, economic and organizational support. The farmworkers of this community do not have their own land to cultivate but must pay an annual rent; therefore, through this project a loan will be made which they themselves will have to manage through their local organization, so that year after year they will not have the worry of not having funds for their rent. In this way they will secure for their family the basic [food staple], which is corn. The funds will be managed on a revolving plan through a legal contract which will be signed by them and the local board of directors. This project assists them to improve their economic status because they will have their own sustenance assured and also can sell part of their harvest which will secure funds for the family. Technical assistance which will be offered to them will assure that the harvest will be better. This training will bring along the opportunity to learn more about agricultural realities. The community will be impacted because they will see that if they are organized and receive technical training their agriculture can produce better corn for their sustenance as well as for the marketplace.

The organized labor and the contracts assure that this community will not lose its financing and will avoid the problem of not being able to sow for lack of funds. This will also gradually help them to become aware of [the benefits of] mutual support.

GENERAL ASPECTS OF THE PROJECT

NAME OF THE PROJECT:

Leasing of Land for the Cultivation of Corn

INTRODUCTION:

The project seeks to support the neediest, as they are the ones who have the fewest possibilities for living. This project will take place in a distinctly agricultural community, in which their survival is through cultivation of corn. It is undertaken with the objective of helping families to have their corn assured, corn being one of the basic foods of the Guatemalans. And it is a zone which receives little attention from either governmental organizations or those of private enterprise.

ORGANIZATION RESPONSIBLE FOR THE EXECUTION

COMMUNITY DIRECTORS

Domingo Vollanueva
Baldomero Gomez
Rutilio Lorenzo Marroquin
Amalia Lopez
Maria Carrillo
Ana de Marroquin
Marta Gutierrez
David Castaneda

They have been working for three years; as directors elected by the community they have experience in agriculture and in working together with the community.

THE AVALADORA AGENCY

Alfalit para Guatemala

Director: Jorge Colindres Monzon
Address: Avenidad Simeon Canas 7-13 zona 2
Telephone: 538532
Guatemala City, Guatemala, Central America

LOCATION OF THE PROJECT

See the attached analysis.

Access to the land of Santa Fe is via a graded dirt highway, somewhat difficult in winter [the rainy season]. Its climate is hot. The land is used principally for the cultivation of corn, rice, and ajonjoli. A typical dwelling is of straw, with a few of wood or zinc sheeting, with earth floors. Many do not have latrines. The water they drink is from a not very good well.

DESCRIPTION OF THE PROJECT

ANALYSIS

Attached; Compiled by persons from the community and workers with the Ministry of Health and Agriculture

INTRODUCTION

Santa Fe is a completely rural community whose families, with very scarce economic resources, support themselves with a traditional agriculture because the land that they use for cultivation does not belong to them; therefore their production is for survival. The situation is further complicated by the sale of their products to intermediaries who pay very low prices in comparison with prices in other markets.

This situation, dominated by poverty, shapes the destiny of the families, to live in thatched shelters of leaves, in which rainy seasons affect the health, primarily of children. (There are few families who have wood or concrete block houses.) Most of the houses have only one room, if it can be called such, which serves as both kitchen and dining room.

All of this is linked with a lack of education, agricultural production, and constant illnesses. With this project we hope to impact 76 farmworkers together with their families, for a total of 456 persons.

JUSTIFICATION

- The majority of the land of Guatemala which can be used for food production (and the best such land) is in the hands of a few families (512).
- We are 8 million Guatemalans, and therefore small, privately owned farms are not available.
- The small-scale farmworkers do not have the ability to gether money for the leasing of a small parcel of land.
- The state banks charge interest when the workers are able to obtain a loan (16% annually).
- They do not cultivate with the technology that could improve their production.
- Many of the rural farmworkers are not organized.

GENERAL OBJECTIVES

To assure basic nutrition through the leasing of land and to raise their level of training to improve the production of corn.

SPECIFIC OBJECTIVES

- To make economic resources available to 76 farmworkers on a revolving plan.
- To train the farmworkers to understand the agricultural realities in our country.
- To provide technology through theory and practice taking advantage of natural resources and to diminish dependency on expensive purchases.
- To achieve survival of these families through the security of having corn, the basic element of nutrition.

GOALS

- Of the 150 farmworkers who live in Santa Fe and do not have adequate resources for corn cultivation, 76 will be involved.

- Starting in 1989, the 76 farmworkers will learn to solve their problems collectively.

- In 1989 they will be able to raise their theoretical and practical knowledge through training.

RESOURCES

Human:

the farmworkers, the director of Alfalit, the Alfalit organizer located in the community itself.

Physical:

a meetingplace contributed by the community, farming tools, other community contributions

Technical accessories:

Agricultural extension agency, DIGESA, (governmental) located at the site, technology contributed for the project to assure good production from Agronomo.

From the funds requested: agricultural technology and the community organizer will be covered.

ECONOMIC ANALYSIS

- The project will generate employment for 76 farmworkers.

- Strengthening the organization of the farmworkers and their families.

- Improving their income through a good harvest.

- Assurance of a basic food.

- Other activities will be generated, such as meetings for dialog about the project.

- Keeping the farmworkers in their own community, which avoids emigration to the city or other locations.

DETAILED BUDGET

(Attached)

EVALUATION SYSTEM

The method we are using in Alfalit is the participatory method; therefore the evaluations will always be participative to help in the process of empowerment. This will take place every three months for continual correction.

BUDGET

Leasing of land: 76 parcels of land at $74.07, one manzana for each farmworker			$.5,629.32
Expenses for technical training 12 workshops at $91.11 each		$.1,093.32	
Educational material		222.22	
Supervision and evaulation expenses		129.62	
Expenses for technical support organizer's salary $92.59x12 mo.	$.1,111.08		
Legal expenses	331.66	1,442.74	$.2,887.90
Expenses for administration and audit			$.1,500.00
			$10,017.22

ACTIVITY PLAN 1988-1989

Activities	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Jl	Aug	Sep	Oct	Nov	De
Organization of project	X															
Meeting to prepare plans																
Meeting to prepare plans and loans and sowing		X	X													
Project evaluations				X												
Meeting with the local community committee	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Contracts with the farmworkers							X									
Theoretical and practical training sessions							X	X	X	X	X	X	X	X	X	
Leasing of land							X									
Preparation of land									X							
Major purchases as a collective										X						
Sowing of corn										X						
Evaluations								X			X		X			
Visits	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	

ANALYSIS OF THE COMMUNITY OF THE LOCATION AT

SANTA FE, CABALLO BLANCO, RETALHULEU

PERSONS COLLABORATING IN THE ANALYSIS OF THE LOCATION

-	Hecto Hernandez Alezano	Community Member
-	Douglas Gonzales Cruz	Community Member
-	Fredy Diaz Alezano	Community Member
-	Jose Luis Alvarado M.	Community Member
-	Leonarda Ortega Hernandez	Rural Health Organizer
-	Rutilio Lorenzo Marroquin	Rural Health Organizer
-	Ricardo Marroquin Ramirez	Alfalit para Guatemala
-	Lilian de Archila	Nursing Assistant
-	Ruben Tzul Marroquin	Circuit Justice
-	Doctor (E.P.S.)	Health Center

INTRODUCTION

The analysis of the situation of the community at the Santa Fe location is the first step when the intent is a policy directed toward resolving the diverse problems which, in one form or another, affect the socio-productive equilibrium of a given population. Just as when making a diagnosis of an individual patient, to compile one for a community it is necessary to investigate all those aspects which could affect its productive status.

Certain aspects of a community contribute to [its productive status]: the characteristics of the population, its history, its geographic situation, its signs of health, its health services, its education and, in an important way, its socio-economic-productive situation.

All these aspects, specified according to their primary characteristics, allow us to establish the productive or economic situation of the subject population, allowing us thus to plan the necessary activities that can be completed to improve the original situation.

This is exactly what is intended with the compilation of the current analysis.

DESCRIPTION OF THE AREA OF WORK

HISTORY:

For the origin of the community we go back to the year 1960 when, during the administration of General Idigoras Fuentes, the land which in earlier times had belonged to foreigners and later were administered by INTA were given over to campesino families that desired to work them. In this regard what is now the location* into 59 parcels and about 7 areas, giving them as family possessions at a price which was about 550 quetzales, to be paid over 20 years. Later 2 of the parcels were subdivided into lots which in general measure 35 x 56.25 metx [meters?], and which currently contain a little more than the population of the location. In addition in this area were defined sites for the cemetary, market, educational establishments, recreational area, health center and the public administration.

*was div

POLITICAL ADMINISTRATION:

The political administration is the responsibility of an auxiliary mayor who is designated for a period of a year from among the residents of the location. This mayorality is subordinate to the municipality of Retalhuleu up to this time. In addition the auxiliary mayor fulfills the functions of police, justice of the peace, and mail. The community also has a military commissioner and an organization of patrols for civil self-defence.

CUSTOMS AND TRADITIONS:

LANGUAGE: Spanish is used by all the residents of the location to make themselves understood.

RELIGION: Of the 316 families that compose the location, 65% claim to be Catholic, 20% say they are evangelicals, and 15% do not profess any religion.

CELEBRATIONS: In November, specifically on the 10th, the anniversary of the location is celebrated, at which time there are religious celebrations (especially Catholic) and social and sporting activities.

CUSTOMS: As with the majority of our rural population, here there are some conditions of illness which are attributed to unknown forces, for example: the Eye, the Pujo [violent desire], the depressions of the skull [?]. For cures they make use of witchdoctors [fem.] who specifically dedicated themselves to treat these problems.

GEOGRAPHY AND TOPOGRAPHY:

Location: 22.2 kilometers to the south of the city of Retalhuleu; it is at an altitude of 230 meters above sea level, latitude 14°32'10" and longitude 90°40'40".

Surface area: 28 caballerias and 29 manzanas (960,835 square yards)

Boundaries: To the north along the location Caballo Blanco; to the south along the estates Los Tilos, La Tortuga and El Rincon; to the east the estates El Trinfo, El Desierto and San Juan Bosco; to the west the estates Magdalena, El Paraiso and San Juan Zapote.

All the land can be used for cultivation and/or raising livestock since the majority of it is flat without important geographic irregularities.

It includes 2 rivers which are the Ixquila to the north and the Poxola to the south; its temperature ranges from 35.5° [96° F] maximum to 18.5° [65° F] minimum.

POPULATION

CHARACTERISTICS

Demographics

1. Total population: 1989 inhabitants

   number of live births from August 1984 to July 1985 — 99

   number of deaths in the same period — 14

2. 100% of the population is rural

3. Population Pyramid: see page 16

4. General birth rate — 57.29 x 1000

5. Gross mortality rate — 8.10 x 1000

6. Vegetative growth rate — 49.19

7. Migratory movement: not recorded

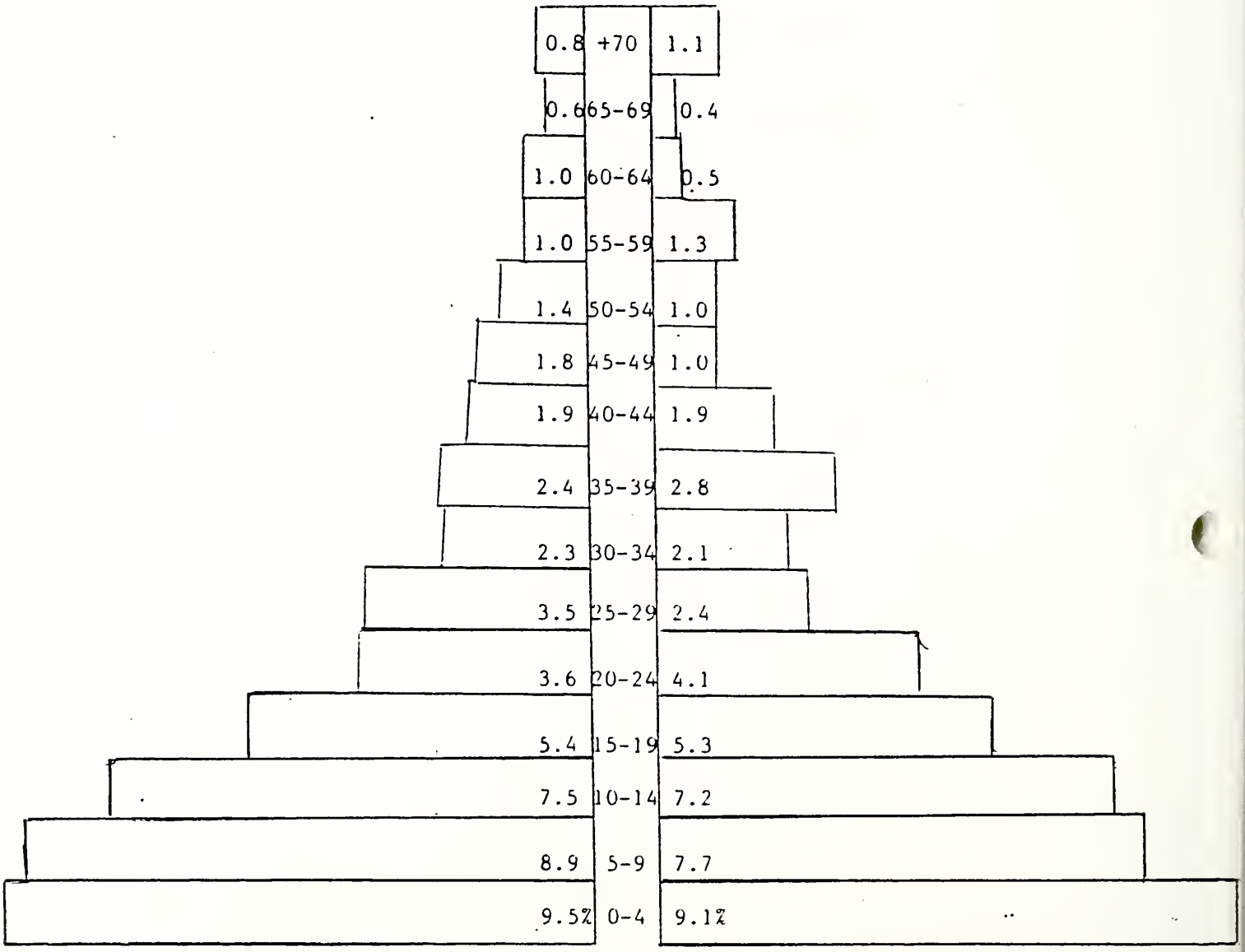
8. Life expectancy at birth by sex

   Male:

   Female:

9. Population density: 9.86 inhabitants per square kilometer

POPULATION PYRAMID



Male Age Female

MAP OF THE REPUBLIC OF GUATEMALA

This is a map of Guatemala. The crosshatched Department is the place where the location Santa Fe is located. The large dot is the place where the project will be executed.

STAFFING PATTERN RATIONALE

In response to the questions and comments of the January 7, 1989, meeting of Salem Presbytery, the Exempt Staff Search Committee has delineated the responsibilities of the proposed presbytery staff. Enclosed are three pieces of information which Presbytery requested: (1) Basic job descriptions, (2) a projection of salaries for both exempt and non-exempt personnel, and (3) the organizational chart with designated areas of responsibility.

It is our perception that the proposed staffing pattern has evolved through the judgment of several committees, the response of ministers and sessions to the questionnaire of the Mission Design Committee, and the actions of Salem Presbytery. The Staff Search Committee has sought to listen with care to the vision reflected in the work and discussions of Salem Presbytery. We believe that the employment of associate presbyters in the four areas delineated will enable Salem Presbytery to fulfill the mandated function of the Presbytery and to impact its geographical region and the Presbyterian Church (U.S.A.) with a vibrant ministry.

The Committee would also include several pieces of additional information of significance to Presbytery as it acts upon the staffing pattern. Contrary to what was stated at the January 7, 1989, meeting of Presbytery, the outlined positions will be opened to ordained and un-ordained candidates, both laity and clergy. In keeping with the spirit of comments at the Presbytery meeting, we have outlined clear responsibilities for each professional staff member (please refer to the organizational chart). Recognizing the need for flexibility in the employment of the talents of those we call, we would suggest that specific assignments should be open to limited negotiation in the future.

Thank you for your thoughts and ideas which you have shared with the Committee in the last several weeks.

J. Dexter Taylor, Moderator
Staff Search Committee

SALEM PRESBYTERY

Position Description

ASSOCIATE FOR WITNESS AND MISSION
(Referred to on Assignment Chart as: AW&M)

Title of Office

The office shall be that of Associate Presbyter for Witness and Mission.

Accountability

The Associate for Witness and Mission is accountable through the Executive Presbyter/Stated Clerk to Salem Presbytery.

Responsibilities

It shall be the duty of the Associate Presbyter to:

A. Act as staff resource and implementer for the Church in the World Division.

B. Serve as the Hunger Action Enabler.

C. Develop cooperative networks in support of effective mission outreach, using resources available from and with other presbyteries, synods, and General Assembly. (Example: GA Disaster Network.)

D. Provide resources for the development of local mission within Salem's congregations.

E. Represent Presbytery in matters related to mission to the world with other governing bodies.

F. Consult with Sessions and other local church groups in planning and developing local mission.

G. Provide information to Presbytery Committees and churches concerning Synod and General Assembly mission-related needs and opportunities.

SALEM PRESBYTERY

Position Description

ASSOCIATE FOR THE CARE AND DEVELOPMENT OF LEADERSHIP
(Referred to on Assignment Chart as: AC&D)

Title of Office

The office shall be that of Associate Presbyter for the Care and Development of Church Leadership.

Accountability

The Associate Presbyter for the Care and Development of Church Leadership is accountable through the Executive Presbyter/Stated Clerk to Salem Presbytery.

Responsibilities

It shall be the duty of the Associate Presbyter to:

A. Act as staff resource and implementer for the Committee on Ministry, the Committee on Preparation for the Ministry, the Examinations Committee, and the Professional Development Committee, fulfilling the responsibilities set forth in the Mission Design.

B. Act as staff resource to the Small Church Support Committee and to develop effective systems of small church support in conjunction with the Committee on Ministry.

C. Work to design, develop, and implement programs that encourage growth and offer support to ministers and other church professionals.

D. Develop and conduct workshops in conflict management, leadership training and goal setting.

E. Develop cooperative networks in support of church professional needs, using resources available from and with other presbyteries, synods, and General Assembly. (Example: Face-to-Face.)

F. Design and implement structures for the support and development of church professionals, candidates, and their families.

G. Aid and assist churches, ministers, and other church professionals in times of conflict or trouble.

H. Coordinate Presbytery's concern and care for small churches and their pastors.

I. Design and develop a system to assist churches and ministers in the relocation process.

SALEM PRESBYTERY

Position Description

ASSOCIATE FOR CONGREGATIONAL LIFE
(Referred to on Assignment Chart as: AC&L)

Title of Office

The office shall be that of Associate Presbyter for Congregational Life.

Accountability

The Associate for Congregational Life is accountable through the Executive Presbyter/Stated Clerk to Salem Presbytery.

Responsibilities

It shall be the duty of the Associate Presbyter to:

A. Act as staff resource and implementer for the Congregational Life Division.

B. Serve as a resource to individual churches or clusters of churches in matters related to Christian education, worship, spiritual formation, stewardship, and fellowship.

C. Encourage and participate in support and development group(s) of professional educators.

D. Oversee the development and maintenance of a resource system for Presbytery.

E. Aid in identifying, recruiting, and deploying persons with special skills and experiences who can help congregations in building their education programs.

F. Work closely with the Outdoor Ministries Division in promoting and supporting their programs.

G. Identify or develop innovative programs in Christian Education for use in local churches and/or Presbytery.

H. Develop cooperative networks in support of the educational ministry needs of Presbytery's committees and local churches, using resources available from and with other presbyteries, synods, and General Assembly. (Example: Campus Ministers fellowship.)

I. Develop a church musicians support and development group.

SALEM PRESBYTERY

Position Description

ASSOCIATE FOR FINANCE AND BUSINESS AFFAIRS/TREASURER
(Referred to on Assignment Chart as: AF&BA/T)

Title of Office

The office shall be that of Associate Presbyter for Finance and Business Affairs/Treasurer.

Accountability

The Associate Presbyter for Finance and Business Affairs is accountable through the Executive Presbyter/Stated Clerk to Salem Presbytery.

Responsibilities

It shall be the duty of the Associate Presbyter to:

A. Serve as Treasurer of the Presbytery.

B. Act as staff resource and implementer for the Administrative Services Division, the Church Development Division, the Committee on Representation, and to consult with the Stewardship Education Committee.

C. Establish and maintain an adequate accounting system for Presbytery.

D. Oversee the receipt and disbursement of all monies and other funds of Presbytery.

E. Provide accurate reports on income, expenditures, and investments of Presbytery.

F. Propose and implement efficient and effective procedures for office operations (including adequate equipment, procedures, and accountability of staff).

G. Serve as purchasing agent for Presbytery.

H. Provide for maintenance of equipment and facilities.

I. Represent Presbytery in negotiations and consultations concerning financial matters with other governing bodies.

J. Consult with sessions and church treasurers as appropriate.

K. Develop cooperative networks to achieve maximum effectiveness in the financial and business affairs of Presbytery, using resources available from and with other presbyteries, synods, and General Assembly. (Example: Presbynet.)

CONCERNING TERMS OF CALL FOR PROGRAM STAFF

In addition to the Executive Presbytery/Stated Clerk, the Exempt Staff Search Committee recommends four Associate Presbyters. The suggested terms are maximum amounts and are subject to negotiation. The yearly cost of all four positions is based on a total of not more than $233,800. With the already approved Terms of the Executive Presbyter/ Stated Clerk, the total Program Staff cost would not be more than $300,420.

In relation to the $2,100,000 total budget that amounts to 14.3% of the budget for Program Staff. This figure does not include the shared portion of the Outdoor Christian Ministries Directors. These costs are shared, in the case of Camp Grier with Charlotte and Western North Carolina Presbyteries. In the cases of Camp New Hope and Presbyterian Point, the costs are shared with New Hope Presbytery.

CONCERNING SUPPORT STAFF COSTS

The other staff costs involve the support staff including two Administrative Assistants and a Bookkeeper and other clerk typists. The number and budget is being studied by the Council to be reported at the next meeting.

The highest number of Support Staff being considered is five which would set the number of clerk typists at two. The maximum yearly total for five would be not more than $121,395. This figure does not include a retirement allowance for Mrs. Pritchett (former secretary with Orange Presbytery) of $8,740.

TOTAL STAFF COSTS

The total yearly current staff costs would be no more than:

Program Staff	$300,420
Support Staff	$121,395
	$421,815

Just over 20% of the total Presbytery budget.

STAFF RESOURCING ASSIGNMENTS

Explanation of Abbreviations:

EP/SC=Executive Presbyter/ Stated Clerk
AF&BA/T=Associate for Finance & Business Affairs/Treasurer
AC&D=Associate for Care & Development of Church Leadership
AW&M=Associate for Witness & Missions
ACL=Associate for Congregational Life

SALEM PRESBYTERY

Presbytery Moderator

Presbyterian Womens Rep.

Presbyterian Mens Rep.

Black Caucus Representative

At Large Positions (12)

PRESBYTERY COUNCIL EP/SC

Committee on Ministry AC&D

- Examinations Committee
- Preparation for Ministry Committee
- Professional Development Committee

Nominations Committee EP/SC

Permanent Judicial Commission EP/SC

Evaluation and Goals Committee EP/SC

Representation Committee AF&BA/T

Congregational Life Division ACL

- Educational Ministry Committee
- Leadership Development Committee
- Stewardship Education Committee
- Worship and Music Committee
- Resource Centers Committee
- Youth Ministry Committee
- Singles Ministry Committee
- Adult Ministry Committee
- Children's Ministry Committee
- Spiritual Formation and Enrichment Com.
- Fellowship and Recreation Committee

Church in the World Division AW&M

- Peacemaking Committee
- Hunger Committee
- Social Justice Committee
- Criminal Justice/Prison Ministry Committee
- International Missions Committee
- Ecumenical Relations Committee
- Racial Ethnic Committee
- Women's Ministry Committee
- Higher Education Committee

Outdoor Ministries Division EP/SC

- Finance Committee
- New Hope and Presbyterian Point Com.
- Camp Grier Committee

Administrative Services Division AF&BA/T

- Budget and Finance Committee
- Personnel Committee EP/SC
- Communications Committee

Church Development Division AF&BA/T

- Evangelism Committee
- Small Church Support Committee AC&D
- Church Development Committee (new churches and church redevelopment)

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VOLUME I

NUMBER 2

Minutes of

SALEM PRESBYTERY

SECOND STATED MEETING
FIRST PRESBYTERIAN CHURCH
STATESVILLE, NORTH CAROLINA
April 6, 1989

MINUTES OF
SALEM PRESBYTERY

SECOND STATED MEETING
FIRST PRESBYTERIAN CHURCH
STATESVILLE, NORTH CAROLINA

April 6, 1989

OFFICERS

Moderator	Dale Davidson
Co-Stated Clerks	John Handley
	Robert Matthews
	Grover Nelson
	Alfred Thomas
Recording Clerk	Robert Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley

Transition Staff (Barium Springs office)

Associate for Business Affairs/Treasurer	Joseph L. Pickard
Associate for Ministers	Caroline B. Gourley
Associate for Christian Education	Walter R. Smith
Associate for Camp Ministries	Albert D. Shaw, Jr.
Administrative Assistant	Edna G. Rimmer
Bookkeeper	Sara M. Williams
Secretary	Phyllis L. Plyler
Receptionist/Secretary	Tanna B. Brown
Secretary/Camp Registrar	Esther P. Meiggs
Secretary	Sandra L. Fowler

Transition Staff (Durham office)

Associate for Church Development	James Watkins
Associate for Special Ministries	Kay-Robert Volkwijn
Associate for Camps and Conferences	Paul Ransford
Church Noonan	Treasurer
Ann Higgs	Office Manager
Margie O'Briant	Bookkeeper
Dot Bass	Administrative Assistant
Debbie Pearson	Secretary to Camps and Leadership
Betty Berghaus	Secretary to Administrative Services

SECOND STATED MEETING
MINUTES OF SALEM PRESBYTERY

First Presbyterian Church
Statesville, North Carolina
April 6, 1989

The Second Stated Meeting of Salem Presbytery was called to order by Moderator Dale Davidson at 9:00 A.M. on Thursday, April 6, 1989, in the First Presbyterian Church of Satesville, North Carolina. The Moderator led in prayer.

QUORUM

The Stated Clerk declared that a quorum was present for the presbytery to conduct its business.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, G. Woody Alexander, Jr., Frank Allen, Michael Askew, James H. Banbury, John W. Bell, Jesse Bledsoe, Linda Blessing, Warren C. Brannon, John C. Brearley, Robert E. Button, William D. Carmines, George Carpenter, S. Jay Click, Mary Boyd Click, Frederick A. H. Coates, J. Alexander Coblentz, Clyde T. Cook, Kermit W. Dancy, Robert F. Dean, Frank M. Dew, James Dickens, C. Wayne Dixon, Barbara Dua, Carl W. Dumford, Daniel L. Durway, Christopher East, John Eliason, Robert C. Evans, III, Carlton A. G. Eversley, McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Roscoe B. Fisher, Joseph W. Flora, Milton M. Foust, James T. Frazier, Elijah B. Freeman, Jr., Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Calvin P. Gentry, Carter Gillespie, James H. Grant, Jr., Lucius Gray, John M. Handley, William Hayes, James Henderson, David L. Henry, Robert W. Herron, Everett Hewlett, Z. N. Holler, L. Rus Howard, Joanne Hull, Stephen Hundley, Guy W. Hunt, Jr., George Hunter, Edward J. Johnson, Henry J. Keating, William R. Knox, Robert Kopp, Phyllis Kort, Don Lannon, Robert Lee, David T. Lee-Andrews, S. Edwin Lewis, Robert M. Lewis, Ivan W. Lowery, J. Roger Marrow, Robert M. Matthews, Steven P. McCutchan, Charles McKee, Lacy V. McPherson, Judson J. Milam, John L. Milholland, III, E. Thomas Miller, Donald Mimbs, Reid Montgomery, Allen E. Morrison, William H. Morrison, Kathleen Murdock.

N-Z

David Nash, George Neal, J. Herbert Nelson, Robert S. Osborne, David C. Partington, S. Curtis Patterson, Karen Pearson, Jamie B. Pharr, A. B. Plexico, George A. Ploger, Phillip J. Pogue, Catherine J. Reed, William C. Rhodes, Jr., Leland A. Richardson, Paul N. Ridolfi, James Rissmiller, Paul S. Ryoo, Grant M. Sharp, Danny Sharpe, Stephen A. Shive, Walter R.

Smith, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin Steele, Patricia E. Stewart, Jamie D. Stimson, J. Dexter Taylor, John G. Truitt, Jr., Stanley M. Voth, Harold Waldruff, W. Russell Ward, Jr., Norman Whitney, Charles Williams, John A. Wilkerson, Jr., James Wilson, Paul D. Woodall, Michael E. Woodard, Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

Thomas B. Bagnal, Jr., Jonathan Barker, L. Adlai Boyd, Edwin Brammer, Malcolm M. Bullock, Carole R. Chase, Frank A. Davison, M. Susan Dobyns, James W. Eller, Hugh S. Evans, William H. Foster, Jr., Tempe Fussell, Phillip R. Gehman, J. Stimson Hawkins, William Stacy Johnson, William S. Johnston, William F. Long, Steve A. Martin, James M. Mauldin, William T. Perkins, Joseph L. Pickard, Gerald N. Reiff, Jeannette G. Rodenbough, A. Carter Shelley, Jerold Shetler, J. W. Smith, Jr., Rockwell P. Ward, John C. Whitley, J. Gordon Williams.

The following Ministers were unexcused:

Alonza M. Alexander, James Allen, Ernest Bradford, Tyrone L. Burkette, Charles Carter, William H. Chappell, Robert R. Childes, Jr., Thomas H. Clymer, Max E. Deal, Robert L. Ellis, Gary R. Fravel, Larry W. Freeman, Samuel R. Fudge, Sherron Kay George, Scott C. Girard, Cynthia R. Higgins, John Robert Hilley, Walter W. King, Benjamin Kirkland, Paul Lindsey, David A. Long, III, Jonathan W. Lovelady, B. Alston Macon, James F. Miller, Richard Osmer, Franklin L. Partridge, III, Steve Macon Pharr, John B. Talmage, Glenn C. Thomason, William D. Varker, John M. Watkins, Benjamin F. Williams.

The following Missionaries and Chaplains were excused:

Lewis, C. Kimmel, Jr., Laura C. Long, Z. Bradford Long, Connell Osborne.

The following Honorably Retired Ministers were excused:

Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Bobby L. Combs, Watt M. Cooper, Herbert H. Culler, Jr., William M. Currie, E. Marion Dick, Albert E. Dimmock, C. Wayne Dixon, James T. Donnell, L. Talmadge Edgerton, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., Milton M. Foust, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, Charles E. Johnson, Edward J. Johnson, John S. Johnson, Hardin A. King, Julian Lake, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, Jerry McCann, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, George Neal, Robert F. Park, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, Z. T. Piephoff, Sr., W. Clark Porter, III, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., Jane G. Rhodes, D. Hilton Seals, Lester E. Sheppard, William W. Sloan, R. Gerald Smith, William R. Smith, Thompson B. Southall, Jamie D. Stimson, Robert L.

Turner, John M. Walker, Jr., James W. Walkup, Roy E. Watts, Robert S. Wells, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Bill Hodgin, Buddy Fields, Allen Temple James Miles, Asheboro, First Sara McFadden, Jane Miller, Back Creek Gilbert Goodman, Bethany-Graham Ben Martin, Bethel E. P. Huffines, Bethesda John Sipes, Beulah Elizabeth Scott, Bixby Tom Cornatzer, Boone, First Darlene Lytton, Booneville, First Marilyn K. Scales, Brentwood Posey Collins, Buffalo Margaret McKnight, Burlington, First Paul Morrow, Tom Collins, Calvary L. T. Dixon, Cameron, Isaac Stockton, Centre Sue Myers, Church of the Covenant John Barney, Saralyn Griffith, Clemmons Doug Chidester, Cleveland John E. Gray, Clio J. H. Summers, Collinstown Ruth Hill, Community In Christ John Gemuenden, Concord Henry Parlier, Covenant Sandra Russell, Crestwood Launa Brock, Crossroads Eloise Cates, Dellabrook Hazel Sumler, Dogwood Acres Ann Neely, East Burlington Glenn Thompson, Edward Webb Memorial Gladys W. Bailey, El Bethel Connie Branch, Eden, First Horace Penn, Elkin Dr. Perry Jernigan, Elmwood Hazel Warren, Faith Chic Lutz, Fieldstone Linda Martin, Fifth Creek Keith Niblock, Flat Rock Levia Eads, Forest Hills Sam Hart, Forest Park Jo Maness, Freedom Dorena Stevenson, Francisco Lucy Francis.

G-M

Grace Ella Mae Phelps, Graham Annie Frank Bowland, Graham Grady Wheeler, Greensboro, First Robert Stone, John Edwards, Emmett Bringle, Betsy Harrington, Ann McIver, Greenwood Marty Brim, Guilford Park John Wall, Hawfields Bill Stuart, B. A. McPherson, Highland Sara Frances Thompson, Parks Berryhill, High Point, First David White, Willard Kimrey, Steve Braxton, Immanuel Sue Lambert, Jamestown Sue Foust, John Calvin Hoyt McCachren, Kernersville, First Faye Collins, Korean, First Moon Sue, Lansing Fred Carter, Lexington, First Miles Croom, Nell Hood, Lexington, Second Kenneth Phillips, Lloyd Edwin L. Patterson, Logan Irene Dye, Madison Louise Irving, Mebane Bill Lackey, Memorial Lou Whitt, Mocksville, First John Johnstone, Mooresville, First Virginia Cobb, Doris Caldwell, Mount Jefferson Harry Hamilton, Mount Tabor Roy Carruth, Mt. Vernon Lucille Phifer.

N-Z

North Wilkesboro Marcella Church, Gordon Finley, New Creation Margaret Young, New Salem Helen Hunter, Oakland J. Grier Stikeland, Old Town Frank Carter, Parkway Olivia Choplin, Parkway Doris Lawson, Piedmont Bob Adams, Pilot Mountain, First Jim Blackwelder, Prospect Ray Fries, Randolph Susan Key, Saint Andrews Robert Harkness, Salisbury, First Elinor Swaim, Ruby Long, Salisbury, Second Julius Bickett, Sedgefield Mertys Bell, Shady Side Charles England, Shallowford Sally Gant, Shiloh, Statesville Nettie Clark, Shiloh, Burlington Ralph Thomas, Siler City Russell Lawson, Sparta Betty Richardson, Speedwell Deryl Torbert,

Spencer Joe Hackett, Springwood Virginia Griggs, St. James Rosa Yourse, Estelle Curley, St. Paul, High Point Cora Massey, St. Paul, Greensboro Shirley Laws, Starmount Nancy White, Mike Maynard, Tom Sinks, Statesville, First Betty Boyd, Stony Creek Leo Boswell, Tabor Shirley Norris, Taylorsville Martha Fox, Third Creek Richard Current, Thomasville, First Gene Moore, Thyatira Dewey Shaver, Trinity United Franklin Lyerly, Unity Robert Bost, Vandalia Bob Heck. Wentworth W. D. Sherron, Westview Harry Clark, Winston-Salem, First Whit East, Bill East, Bob Hartsell, Jim Price, Yadkin United Thomas O. Vinson, Yanceyville C. L. Sheridon.

The following Churches were excused from having representation at this meeting of presbytery:

Asbury, Bethesda (Ruffin), Hills, Mount Airy, First, Pittsboro, Reidsville, First, Southminster, Stoneville.

The following Churches were not excused from this meeting of presbytery:

Baird's Creek, Bethany (Stony Point), Church of the Cross, Cooleemee, a Danbury Community, Ebenezer, Fairmont, Fellowship, Franklin, Glendale Springs, Glenwood, Gulf, Harmony, Hope View, Joyce, Laurel Fork, Little Joe's, Love Valley, Milton, Mocksville, Second, Mount Vernon Springs, Oakview, Old Providence, Peak Creek, Pine Hall, Pine Ridge, Pleasant Grove, Red House, Reid Memorial, Riverview, Rumple Memorial, Sandy Ridge, Smyrna, Trinity (Burlington), Trinity (Winston-Salem), Westminster, Whispering Pines, Yadkinville.

The following Church Professionals were enrolled:

Bill Chase, Donna Chase, Evelyn Edwards, Betty Anne Ellington, Ida McCaskill, Leslie McLeod, Nell Shull, Delores Spielman.

The following Visitors were registered:

Doug Aitken, Annie Bates, Ada Brown, Karen Bryan, Katherine Carr, Willie Causey, John Chambers, Phyllis Chambers, David Daniel, Dale Davidson, Hallie Davidson, Gail Dinkins, Minnie Dobbins, Melvin Dodson, Pauline Fisher, Earl Frazier, Willie Garvin, Robert Gilchrist, Ezra Gilliam, Creola Goodman, James W. Gunn, Lilliesteen Harris, Linda Hobson, Sam Hobson, Mary Alice Holt, Loretta James, Daisy Keaton, Susie Kern, Jay Le, Chancy Mays, Dorothy Mintz, Virginia Mott, LaDonna McCarther, Ann McKee, Frances McPherson, Ken Nivens, Kenneth Pollock, Charlie Rankin, Wade Redding, Gertrude Reid, Louise Roberts, Olive Robertson, Sunny Ryoo, Freda Satterwhite, Otis Scott, Victor Scott, Bart Shaw, Ruby Sheridon, B. C. Stevenson, Robert Stevenson, Chi Sub, Nori Torbert, Mae Watts, Vera Williams, Ralph Wilson, Byron Wolfe, Minnie Wood.

DOCKET

The docket was presented by the Stated Clerk who noted the special activities and orders of the day contained in it. The docket was adopted as presented.

WELCOME

The presbytery was welcomed by host pastor Grant Sharp. Announcements were made regarding arrangements for the meeting. Special arrangements by the host church were noted.

INTRODUCTIONS

Ministers of other presbyteries of the Presbyterian Church (U.S.A.) were introduced and seated as corresponding members.

Paul Ransford
Kay-Robert Volkwijn

The following special visitors were introduced to the presbytery:

Willie Garvin
Doug Aiken
Karen Bryan
Earl Frazier

Elders attending presbytery for the first time were introduced.

COMMUNICATIONS

The Stated Clerk presented various communications which were received and acted on as follow: (Summary of communications, Appendix A, p. 102.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees.

BILLS AND OVERTURES - Norman Whitney
John Edwards
Jane Miller

RESOLUTIONS COMMITTEE - Marcella Church

PRESBYTERY COUNCIL REPORT
Herbert Nelson, Moderator

Organizational Activity - The Council of Salem Presbytery has experienced a progressive quarter of work and organization. As we work to establish a definitive role of council and its relationship to other components (i.e. Divisions' Committees) of the Presbytery, we have experienced a great measure of patience and cooperativeness on the part of the Presbytery and council members. A workshop involving council members, division and committee chairpersons and mission design committee members was held at the Highland Church in Wisnton-Salem to discuss perceptions, possibilities and resources for operating the Presbytery. Presently, council is reviewing the concerns expressed during this event.

Logo Contest - The Council is seeking the participation of each church in the development of a Logo for the Presbytery. Information has been sent to each congregation and we ask that members be encouraged to submit entries as soon as possible.

Council Officers - Moderator, Herbert Nelson, Vice-Moderator, Neel Fleming, Clerk, Bob Matthews.

Interim Staff Arrangements - Council has worked closely with John Handley in assuring needed staff support during this time of transition. Council is appreciative of the faithful work of the staffs of the Durham and Barium Springs offices. An agreement has been worked out in dividing the work concerning the Hunger Action Enabler between Katy Reed and Kay-Robert Volkwijn. Walter Smith continues to function effectively in the Christian Education and communication areas. We are deeply concerned over the continued illness of Jim Watkins.

ACTIONS:

1. Presbytery approved the sale of a portion of the Dogwood Acres manse property as requested by the Dogwood Acres Church.

2. Council was authorized to consider and act on behalf of Presbytery concerning requests for approval of proposed property related matters as described in Chapter 8 of the Book of Order.

3. Presbytery elected Ella Mae Phelps as a member of the Nominating Committee.

4. Presbytery adopted the following statement of policy:

   Policy I. Childcare at meetings of Salem Presbytery

   The host church will provide childcare for all stated and called meetings of Presbytery. Parents will be responsible for making reservations and providing meals for their children. If commissioners fail to meet reservation deadlines, they, or their local church, would be responsible for childcare.

   Policy II. Childcare at meetings of committees of Presbytery

   Since committees are a vital ingredient in the work of Salem Presbytery, we indicate to parents that we are concerned about their participation by providing $2.00 per hour per family for childcare both during committee meeting time and for travel to and from meetings. Care will be secured by parents and will be a voucher expense.

5. Presbytery approved support of up to $2,500 for Dr. Barbara Clawson's travel to Mbujimmayi, Zaire, and up to $500.00 for supplies for the center. (Note: This is a Hunger Committee

recommendation and a jointly funded program with New Hope Presbytery.)

Presbytery adopted the following statements of Policy:

A. It is important that Commissioners to Presbytery be as fully informed as possible on upcoming issues. Council recommends that all issues to be decided by Presbytery be presented in advance in written form for Commissioners so that they may have time to develop questions or to seek more information. The following is a timetable for presenting reports to Presbytery:

   a. Written reports for a Presbytery meeting be received by Council at least one month in advance;

   b. Reports be mailed in commissioners' packets at least ten days before Presbytery meeting;

   c. Committee on Ministry will be excepted for last-minute business;

   d. Other exceptions will be granted by the Stated Clerk on urgent business only.

B. Salem Presbytery's mission statement prompts us "to reflect our Maker's design for the redemption of humanity in the way we plan to do the work of the church in Salem Presbytery". The work of the church is to worship God in community and to nurture and strengthen the inner life of its members, as well as to act on the business of the church. Let us make worship a priority and a focus for Salem Presbytery so that as our work grows out of a response to God's saving grace, we may really become "God's agents of reconciliation." Presbytery established time for worship at each Stated Meeting .

EXEMPT STAFF SEARCH COMMITTEE
Dexter Taylor, Moderator

After reviewing 18 applications and interviewing four candidates, the Exempt Staff Search Committee decided to endorse unanimously Willie Delia Garvin to Salem Presbytery for the position of Presbytery Associate for Finance and Business Affairs/Treasurer. Ms. Garvin is a graduate of Friendship Junior College of Rock Hill, South Carolina, and Barber-Scotia College of Concord, North Carolina. She has taken continuing education courses in the field of management.

Upon graduation from Barber-Scotia College in 1964, Willie has spent her vocational life in the employment of the Catawba Inter-Presbytery Program Agency and the Presbytery of Charlotte. Prior to 1981, she served as Secretary and Administrative Assistant of the Catawba Inter-Presbytery Program Agency. In 1981, she became the Associate for Administration with the Catawba Program Agency, the position which she continued to hold in the Presbytery of Charlotte. All of those with

whom the Search Committee talked agreed that Willie served as an integral personnel resource within the work of these agencies of the Church.

The eldest of thirteen children, Willie resides in Charlotte. She enjoys reading, music, and most outdoor activities. She also writes, "I enjoy meeting and working with people in friendly, informal settings."

Impressed by her knowledge, administrative skills, familiarity with the Presbyterian Church at all levels, vision, and personal warmth, the Exempt Staff Search Committee presents Willie Garvin as the most talented candidate from a field of eighteen impressive applicants.

ACTIONS:

1. Salem Presbytery rescinded its action of January, 1989, creating the position of "Associate Presbyter for Finance and Business Affairs/Treasurers and in its place create and enact the position of "Presbytery Associate for Finance and Business Affairs/Treasurer.

2. Salem Presbytery extended to Willie Delia Garvin its call to be Presbytery Associate for Finance and Business Affairs/Treasurer.

3. Salem Presbytery granted to Willie Delia Garvin a renewable three year term of employment fo commence May 15, 1989.

4. Salem Presbytery instructed its Council, in consultation with Ms. Garvin, to plan a service of installation celebrating her call to be held during the Third Stated Meeting of Salem Presbytery.

5. Salem Presbytery extended to Ms. Garvin the following package of annual compensation:

Salary	$37,000.00
Insurance and Annuity	8,510.00
Dental Insurance	394.72
Continuing Education	1,000.00
Travel (Car or Mileage Reimbursement)	4,500.00
Social Security	2,778.70
Annual Total	$54,183.42
1989 Total (62.5% of Annual Total)	33,864.64
Four Weeks Annual Vacation	
Two Weeks Study Leave	
Moving Expenses	

Recognizing the need to proceed in a deliberate but relatively speedy manner in the procurement of Associate Presbyters for Outdoor Ministries related to Camp New Hope, Presbyterian Point, and Camp Grier and responding to overtures from the Presbytery of Western North Carolina, the Exempt Staff Search Committee presented a further recommendation.

ACTION:

6. Salem Presbytery empowered its Moderator to appoint members of Presbytery to serve as its representatives in the search for Shared Associate Presbyters for Outdoor Ministries in conjunction with our partner presbyteries.

INSTALLATION SERVICE FOR JOHN M. HANDLEY AS EXECUTIVE PRESBYTER/STATED CLERK

At 11:00 A.M. the Presbytery moved to a service of worship and installation for John M. Handley as Executive Presbyter/Stated Clerk. (See Appendix B, pp. 103-106.)

LUNCH

The order of the day having arrived, the Presbytery recessed for lunch at 12:30 P.M.

The Presbytery reconvened at 1:48 P.M.

PRAYERS OF THANKSGIVING AND INTERCESSION

Linda Blessing led Prayers of Thanksgiving. Don Lannon offered Prayers of Intercession.

Fred Coates spoke regarding the Youth Triennium on July 22-27, 1989.

COMMISSION TO ORGAINZE KOREAN FIRST PRESBYTERIAN CHURCH, GREENSBORO, NC

L. Rus Howard, Chairman

Mr. Howard presented the report of the commission. The Presbytery approved the following recommendations:

ACTIONS:

1. Presbytery concurred with the request to call the Rev. Paul S. Ryoo as Pastor of the Korean First Presbyterian Church, Greensboro and the following Terms of Call:

Cash Salary	$17,250	Expense Allowance	$1,200
Housing Allowance	6,660	Medical/Pension	5,165
Utilities Allowance	1,920	Study Leave Allowance	1,300
Automobile Allow.	4,150	Book Allowance	500
Vacation - 1 month		Study Leave - 2 weeks	

2. Rev. John Handley, Rev. Rus Howard, Rev. Cynthia Higgins, Rev. Clyde Cook, Dale Davidson, Bill Atkins, Larry Sitton, Miriam Belle, and Thelma Foster were elected as an Administrative Commission to intall Rev. Paul S. Ryoo as Pastor on April 9, 1989, at 5:00 P.M. in a Service of Worship at First Presbyterian Church, Greensboro, Greensboro's Memorial Chapel.

3. The Administrative Commission elected to organize the Korean First Presbyterian Church was dissolved.

The Presbytery heard statements from the pastor of the church, Paul Ryoo, and Elder Moon Won Suh. Following the singing of "Amazing Grace" in Korean and English, Presbytery was led in a Litany of Thanksgiving (see Appendix C, pp. 107-108) by Mr. Howard, and in prayer by Mr. Ryoo, who also pronounced the benediction.

COMMITTEE ON MINISTRY
Jud Milam, Moderator

The Committee on Ministry has met twice and has begun its internal organization. The Committee is exploring and beginning to determine the policies and procedures by which it will carry out its Book of Order and other assignments. The following actions were taken on behalf of the Presbytery.

I. Actions regarding ministers to be admitted to record:

ACTION:

Presbytery admited the following actions of the Committee on Ministry to the record of Salem Presbytery as its actions.

A. Dissolutions of pastoral relationships and dismissions to other presbyteries.

1. Dissolved the pastoral relationship between the Fairmont Church of Lexington and the Rev. David L. Smith and he was transferred to the Genesee Valley Presbytery so that he may accept the call as chaplain of the Kirk Nursing Care Facility in Rochester, NY, effective March 31, 1989.

2. Dissolved the pastoral relationship between Covenant Church in Winston-Salem and the Rev. Burwell J. Shore, III and he was transferred to Cape Fear Valley Presbytery so that he may accept the call of the Pocket Presbyterian Church of Sanford, NC, effective March 31, 1989.

3. Dissolved the pastoral relationship between Third Creek Church of Cleveland, NC, and William C. Rhodes, Jr. upon his honorable retirement effective June 30, 1989.

4. The Rev. Moffett S. Churn was transferred to Hanover Presbytery so that she may accept the call as Part-time Associate Pastor for Visitation at the Overbrook Presbyterian Church of Richmond, VA.

B. Appointment of Session Moderators:

Fairmont Presbyterian Church - Rev. Billy Sosebee
Covenant Presbyterian Church (W-S) - Rev. J. Stimson Hawkins

C. Candidate for the ministry, Joe Fontana, was transferred to Cape Fear Valley Presbytery so that he may accept the call of the Faison Presbyterian Church of Faison, NC.

II. The following recommendations were submitted by the Committee on Ministry for action by Salem Presbytery.

ACTION:

Salem Presbytery granted the Rev. William C. Rhodes honorable retirement effective June 30, 1989.

ACTION:

The following Stated Supply relationships were established:

1. Between the Rev. Kenneth Pollock and the Cooleemee Church be extended for another six months, from February 1, 1989 -- July 31, 1989.

2. Between the Rev. Susan D. Fricks and the Trinity Church of Burlington be extended for one year; and that, Susan D. Fricks, who is now a member of New Hope Presbytery, be allowed to labor within the bounds of Salem Presbytery for this period of time. (March 16, 1989 -- March 16, 1990.)

3. Between the Rev. Robert Lee Turner and the Milton Church of Milton, NC, be extended for six months (March 1, 1989 -- August 31, 1989).

ACTION:

The Rev. George H. Wright of Winston-Salem, a member of Pittsburgh Presbytery, was allowed to labor inside the bounds of Salem Presbytery in temporary supply relationships.

ACTION:

The following ministers were allowed to labor outside the bounds of Salem Presbytery as stipulated and the Stated Clerk communicated this action to their respective presbyteries.

1. The Rev. James N. McDaniel of Alabama.

2. The Rev. Wilkes Macauley as a Parish Associate in St. Petersburg, FL, (Southwest Florida Presbytery).

3. The Rev. Jerry McCann, Sr. in Calabash, NC, (Cape Fear Valley Presbytery). He is retired from the St. Paul Church in Greensboro, NC.

ACTION:

The Presbytery granted authority to the Preparation for the Ministry Committee to transfer candidates and report that action to Presbytery.

ACTION:

The Presbytery granted permission for ministers to move on to the field after they have been approved by the Examinations Committee and the Committee on Ministry.

ACTIONS:

Presbytery approved the report of changes in terms of calls. (See Appendix D, pp. 109-115.)

Presbytery received the report of ministers and churches as information. (See Appendix E, pp. 116-119.)

ACTION:

Patricia F. Stewart was listed with the pastors and associate pastors. She now has permission to labor outside the bounds at the First Christian -- Diciples of Christ Church as the pastor.

ACTION:

The status for Mary Boyd Click was changed from Member-at-Large to that of Active Member. She is serving as Stated Supply, part-time, of the El Bethel Presbyterian Church in Eden, N.C.

EXAMINATIONS COMMITTEE
Woody Alexander, Moderator

Examination of Ministers

George W. Alexander conducted the oral examinations of the three incoming ministers, providing opportunity for questions from the floor. The examinations were sustained.

RECEPTION OF BARBARA ELAINE DUA

ACTION:

The presbytery approved the Committee and floor examination of Barbara Elaine Dua.

a. Ms. Dua is called to the campus ministry at the University of North Carolina at Greensboro. She is a member of Muskingum Valley Presbytery, Ohio, where she was pastor of the Westminster Presbyterian Church. She is a graduate of Mary Washington College, Fredericksburg, Va., with a B.A. Degree. She has an M.Div. degree from Princeton Theological Seminary.

b. Her credo which follows was approved.

God's creation and the mystery of God's love for all creation comes as grace, evokes my faith, and encourages my response. I believe in and put my trust in God, whom I know

and experience as creator, redeemer and sistainer of the universe. Even in Divine self-revelation our experience and understanding of the Holy Mystery remains incomplete so that we never comprehend the full glory of God.

God revealed God's Divine will and showed in Jesus Christ that God is with us. I believe in Jesus Christ, our Savior and Redeemer. In one small corner of one small planet, God became human in a man from Nazareth named Jesus. Jesus lived and taught and struggled here like the rest of us. He loved his neighbors and enemies and he defended the poor and victimized. He was crucified by his own people. God completed Christ Jesus' work in raising Christ from the dead. The good news of the resurrected Christ continues to be the hope of the world. I believe in miracle, in conversion, in the rebirth of the individual and the rebirth of the community. I believe the resurrected Christ frees us from the bondage of sin and liberates us to be whole human beings in right relationship with God and with our neighbors.

God's sustaining love, which is living and active in the world today, is present in God the Holy Spirit. The Spirit opens our ears to God's truth, equips us with gifts for ministry and empowers us to live with God presence. The Holy Spirit ceaselessly calls us to freely live out the stature of our humanity as a humanity made in God's image.

As Christ calls forth a new way of being in the world, so the Christ makes possible a new kind of community through the gift of the power of the Spirit. The church is the covenant community of faith. Its purpose is to witness to and embody the living truth of God's Word, the Christ, through proclamation, worship and care, serving those in need and working for peace and justice in the world. Together believers share the joy and responsibility of incarnating God's love as peacemakers and ministers.

The Bible, which is the Spirit inspired words of the community of faith, tells God's story. Both Old and New Testaments faithfully unfold the story of God's presence in our world and are a constant reminder to the church of its true identity and mission. In faith I embrace this story because it opens up my life, makes me stronger, more vulnerable, wiser and better equipped to share the good news of God's saving love with others.

God has given us the sacraments of Baptism and the Lord's Supper as a means of continually re-centering the Church in Jesus Christ and binding ourselves to the mysteries of the Spirit within and beyond us. In baptism the Church witnesses to God's gracious work within the covenant community nurturing persons in their faith. In the Lord's Supper the church remembers, celebrates and embarces the salvation which is ours through the resurrected Christ. The community of believers, in the Lord's Supper, is renewed by Christ's real presence in the power of the Holy Spirit.

God's gracious love continues to communicate to me that there is no higher calling, nor more important creed, than to love God, through loving our neighbors and our enemies, as we love ourselves; for this is the love that, coming from God in Christ, is ours to give.

ACTION

Salem Presbytery received Barbara Elaine Dua into its membership by approving the following actions.

a. Presbytery accepted the letter of dismission for Ms. Dua from Muskingum Valley Presbytery.

b. Presbytery approved the establishment of a relationship as Campus Minister at the University of North Carolina-Greensboro effective July 1, 1988, and the following terms of call were approved.

Salary	$27,562.50
Housing Allowance (Designated as 40% of salary)	
Book Allowance	250.00
Continuing Ed. Allowance	500.00
Pension and Benefits Plan	5,871.36
Social Security	
Moving Expenses	
One Month Vacation	
Two Weeks Study Leave	

RECEPTION OF J. SAMUEL HOBSON, JR.

ACTION:

The Presbytery approved the Committee and floor examination of Rev. J. Samuel Hobson, Jr.

a. Mr. Hobson has been called to be pastor of St. Paul Presbyterian Church, Greensboro. He has most recently served the First Presbyterian Church, Jacksonville, N.C. Sam is a graduate of Presbyterian College, Clinton, S.C., with a B.A. in Christian Education and Union Theological Seminary with an M.Div.

b. His credo which follows was approved.

The Bible is the written Word of God, inspired by the Holy Spirit, and is the rule of faith and practice.

There is one God, eternal and unchangeable, revealing himself as Father, Son, and Holy Spirit. These revelations are the same in substance and equal in power and glory.

God created us in his own image, but we have rejected our dependence on God and live in sin. We cannot overcome sin; our only hope is in God.

Jesus Christ, the eternal Son of God, became a human being, conceived by the power of the Holy Spirit and born of the Virgin Mary. Jesus Christ is both God and man, and the only mediator between God and us.

By his bearing our sin on the cross, God forgives us and reconciles us into himself. We receive God' salvation only through faith led by the power of the Holy Spirit.

Having died and been buried, Christ rose from the dead and ascended into heaven. Christ will come again in person in power and glory to usher in the consummation of the Kingdom of God. Christ will judge all people, and believers will experience a bodily resurrection unto eternal life with God.

There is one holy, catholic, and apostolic church consisting of the whole community of believers in every age who have been chosen by God unto salvation, redeemed by Christ, and united by the Holy Spirit to Christ. The church is to worship God, to bear witness to him in word and deed, and to observe his sacraments.

The Kingdom of god is that realm in which God's Word is proclaimed and God's will done. It is now partial and in process of coming, but at the last day will be eternal, as Christ reigns with all creation submissive to him.

Salem Presbytery received J. Samuel Hobson, Jr. into its membership by approving the following actions.

a. Presbytery accepted the letter of dismission for Mr. Hobson from Cape Fear Valley Presbytery.

b. Presbytery approved the establishment of a pastoral relationship as Pastor between J. Samuel Hobson, Jr. and the St. Paul Presbyterian Church of Greensboro effective February, 1989; the following terms of call from the St. Paul Presbyterian Church were approved; and the call was ordered placed in his hands.

Annual Salary	$21,458
Housing Allowance	12,000
Automobile Allowance	3,000
Study Leave Allowance	500
Provide Pension & Insurance	
Provide Dental Insurance	
Provide 1/2 Soc. Sec. Payments	
Provide Moving Costs	
One Month Vacation	
Two Weeks Study Leave	

c. The following Administrative Commission was appointed to install Mr. Hobson as Pastor of the St. Paul Presbyterian Church on April 23, 1989, at 7:00 P.M.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jim Wilson	Moderate & Propound Constitutional Questions to Minister	Minister
Don Lannon	Propound Constitutional Questions to Congregation	Minister
Leslie Tucker Presbytery of Western North Carolina	Preach	Minister
Sue Foust	Read Scripture	Elder
Sam Hobson	Prayer of Ordination/ Installation	Elder
Bob Herron	Charge the Pastor	Minister
Bill Tullar	Charge the Congregation	Elder
Mac Foust	Complete the Commission	Minister
Clyde Albright		Elder

RECEPTION OF DAVID THOMAS DANIEL

ACTION:

The Presbytery approved the Committee and floor examination of Rev. David Thomas Daniel.

a. Mr. Daniel is called to be pastor of the Bixby Presbyterian Church in Advance, N.C. He is a member of Charlotte Presbytery. He is a graduate of South Florida University of Tampa earning a B.A. in Social Studies. His M.Div. was earned at Columbia Theological Seminary in Decatur, GA.

b. That his credo which follows be approved.

God loves us and wants us to come home. We are a rebellious, self-centered species within creation. Inspite of ourselves, God still calls us back. Through the death and resurrection of his son Jesus Christ, God has taken the initiative to draw us back to himself. The story of God's unending love is found in the Bible, the record of God's activity in the lives of God's people.

God has given his people sacraments as reminders of what God has already done for us. Our baptisms are signs of God's grace in that we are adopted as his children and disciples. In the Lord's Supper we remember Christ's sacrifice for our sake, we realize who we are in relation to him and we look forward to drinking the cup anew in the Father's kingdom.

We are God's children. We are blessed with fellowship and support from each other as a gift of the Holy Spirit. The Holy Spirit is actively working toward the fulfillment of the kingdom through the work of God' Church and of other human beings. We have the responsibility as the people of God to

live in obedience, faithful to Lordship of Christ, sharing the love that he has so freely given to us.

Our Lord Jesus Christ promised his disciples "I came that may have life, and that life more abundantly." Life in Christ is the purpose of the Church. To live in Christ is to live with him now, and to trust him for our eternal homes.

ACTION:

Presbytery received David Thomas Daniel into its membership by approving the following actions.

a. Presbytery accepted the letter of dismission from the Presbytery of Charlotte.

b. Presbytery approved the establishment of a pastoral relationship as Pastor between David T. Daniel and the Bixby Presbyterian Church effective April 16, 1989; the following terms of call from the Bixby Presbyterian Church were approved; and the call was ordered placed in his hands.

Annual Salary	$19,205.00
Soc. Sec. Equiv.	1,625.32
Pension & Ins.	6,228.27
Continuing Ed./Books	750.00
Automobile Allowance	2,250.00
Moving Costs	
Four Weeks Vacation	
Two Weeks Study Leave	

c. The following Administrative Commission was appointed to Install Mr. David T. Daniel as Pastor of the Bixby Presbyterian Church on May 7, 1989, at 7:00 P. M.

NAME	RESPONSIBILITY	MINISTER/ELDER
John Handley	Preside & Propound Constitutional Questions	Minister
Bobby Dean	Preach	Minister
Carl Tutterow	Charge the Congregation	Elder
Mike Neal	Lead in Worship	Elder
James Winning		Elder
David Henry		Minister
Jonathan Lovelady		Minister
Caroline Gourley Presbytery of Western North Carolina	Charge the Minister	Minister

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

Below is the list of candidates and inquirers of Salem Presbytery as we have it. We present it for your prayer support, plus any additions or corrections. Please contact Z. Holler (Church of the Covenant, Greensboro, 919/275-6403).

Candidates

Elizabeth Ayscue
Carol Dyson
Martha Anne Fairchild
Robert (Rob) Hinman
Robert Jeffords
Elizabeth McCrary
Carl Manuel
Molly Morgan
Karen Parsons
John Ragland
William Reisenweaver
Stephen Snipes
Sharon Stanley
Robert Watkins
Shannon White
Alan Wright

Inquirers

Stephen Hannah
Elizabeth Inman
Frank McNair
Alan Paschal
Anne Barton Robison
Betty Sue Sherrod

MEETING OF SALEM PRESBYTERY CORPORATION

After a brief recess, the Presbytery met as a Corporation.

ACTION:

The Corporation approved the following by-laws. (See Appendix F, pp. 120-124.)

BUDGET AND FINANCE COMMITTEE
Gray Clark, Moderator

Mr. Clark made an oral report for the Committee.

DIVISION OF OUTDOOR MINISTRIES
Warren Brannon, Moderator

Mr. Brannon spoke on behalf of the presbytery's camping program. He introduced Bart Shaw, Director of Camp Grier.

LEADERSHIP TRAINING EVENT

Pat Stewart led an exciting presentation to promote a Leadership Training Event, "Pathways To Leadership", at First Presbyterian Church, Winston-Salem, at 8:45 A.M. on Saturday, September 16, 1989.

NOMINATING COMMITTEE
Rus Howard, Moderator

ACTION:

Presbytery adopted the following nominations:

Presbytery Moderator	Dale Davidson
Presbytery Vice-Mod.	Ed Lewis

Divisional Moderators

Congregational Life	Linda Blessing
Church In The World	Mike Woodard
Outdoor Ministries	Warren Brannon
Admin. Services	Rosa Yourse
Church Development	Donald Hart

Presbytery Council At-Large

'89	'90	'91
	Bob Matthews	Kathleen Murdock
Karen Pearson	Herb Helson-Mod.	Burwell Shore
Rudy Boone	Ginny Couch	N. N. Fleming
Norm Whitney	Jackie Hall	Catrelia Hunter

Committee on Ministry

'89	'90	'91
Michael Askew	Judson Milam-Mod.	James Dickens
E. B. Freeman	Bill Knox	Phyllis Kort
Grant Sharp	Ivan Lowery	Laura Spangler
Joe Spears	John Wilkerson	Carter Shelly
Roy Carruth	Mitchell Causey	William Ducker
Cora Massey	Marion Greeson	Bob Hartsill
	E. L. Patterson	Elinor Swain
	John Barney	Thomas Vinson

Examinations Committee

'89	'90	'91
Catherine Bonner	Woody Alexander-Mod.	
Hank Keating	Jim Eller	Jane Miller
Marydell Bright	Marge Monroe	Cecilia Montague
John Watkins	Scott Woodmansee	Ed Brammer

Preparation For The Ministry

'89	'90	'91
Martha Lou Anderson	Z. Holler-Mod.	Gladys Bailey
Carole Chase	William Carmines	Ed Carter
Nancy Hannah	Estelle Curley	Holly Hileman
	Jamie Pharr	

Permanent Judicial Commission

'90	'92	'94
D. J. Walker	Norm Whitney-Mod.	Steve Hundley
Don Lannon	Karen Pearson	Pat Stewart
	Ella Mae Phelps	Tom Routh

Budget and Finance Committee

'89	'90	'91
Joe Meddlin	Gray Clark-Mod.	Don Lannon
Nic Mando	Sarah Nichols	Dick Orr
Sarah Boone	Don Mitchell	Dana Banford
David Battle	Robert Rush	Randall Billings

Personnel Committee

'89	'90	'91
Jewelene Parker	Bob Kopp	Jerrod Shetler
Barron Moore	Carl Dumford	Virginia Evans
Dexter Taylor	Jim Eller-Mod.	Eleanor Bradshaw

Peacemaking Committee

'89	'90	'91
Roy Valencourt	Frank Dew-Mod.	Virginia Alston
	Betty Mullin	Clayton Tatum
	Lilliestein Harris	Chris East

Hunger Committee

'89	'90	'91
	George Carpenter-Mod.	Hank Keating
John Bell	Helen Branford	Daisy Keaton
Charles Cameron	Lib McPherson	Barbara Clawson
Sarah Woodard	Clarence Jolly	Clyde Cook

Evangelism Committee

'89	'90	'91
	Karen Pearson	Linda Thurston
	Mike Culler	Frank Thomas
Weldon Fields	McLean Faw	David Nash-Mod.

Church Development Committee

'90	'91
Bill Hylton	John Truitt
	David Lee-Andrews

Spiritual Formation and Enrichment

'90	'91
Bob Lee	Jim Mauldin
Susan Dobyns	Frank Allen

Social Justice Commitee

'89	'90	'91
Russell Walker	Leslie A. McLeod	Gayl Knox
Dorothy Mintz	William Scarlett	Tom Duckwell

Criminal Justice Committee

'89	'90	'91
		Stan Dixon

International Missions

'89	'90	'91
Ivan Lowry	Harriett Lipe	Marcia Mutch
Bob Pittard	Bill Morrison	Don Watson

Ecumenical Relation Committee

'89	'90	'91
	Frank Fuller	Bob Freeman

Women's Ministry

'89	'90	'91
	Creola Goodman	Julie Doub
	Garr Fravell	

Racial Ethnic Ministry

'89	'90	'91
	Aurilia Young	Gail Burgess
	George Ploger	Paul Ryoo

Representation Committee

'89	'90	'91
		Bill Buie

Youth Ministry

'89	'90	'91
Sarah Terry	Pamela Watts	Benjamin Braxton
Mark Jordan	Tom Boyles	Ginny Bigelow

Singles Ministry

'89	'90	'91
	Irma Spigner	Helen Hooper
	Carolyn Wright	William Greathouse

Adult Ministry

'89	'90	'91
	David Downs	Dr. Edward Powers
		Winifred Yoder

Children's Ministry

'89	'90	'91
		Linda Yoder
		Tom Clymer

Higher Education

'89	'90	'91
		William Opdyke

Youth Advisory Delegates

General Assembly and Synod

(1 to G.A. and 1 to Synod)

1. Stephen Bullock
2. Stacey Sosebee
3. Watts Logan
4. Mary Patterson
5. Ellen Hunt
6. Graham Lashley

HUNGER COMMITTEE
George Carpenter, Moderator

Mr. Carpenter made an oral report. He noted that all obligations of the antecedent presbyteries have been met, and some funds are left over. He spoke for other facets of the Hunger Program.

NOTE: A commissioner requested that Council give consideration to reflecting simple life-style in planning Salem Presbytery meeting meals. The moderator agreed to refer this matter to the Council.

MEN OF THE CHURCH
John Hamil, Moderator

Mr. Hamil spoke on the "Mission of Presbyterian Men". He explained training processes and opportunities for presbytery and denominational men's work.

MODERATOR'S REPORT
Dale Davidson, Moderator

The Moderator reported the following special Disciplinary Committee had been appointed:

Larry Avent
Ginger Booker
Bob Hartsill
Jewelene Parker
Steve Pharr - Chairman

STATED CLERK'S REPORT

1989 Presbytery Meetings

Presbytery is reminded of the following dates of meetings for the remainder of 1989.

June 23-24 at Lees-McRae College

October 24 at a place to be announced

ACTION:

Salem Presbytery respectfully requesed permission of the Synod of the Mid-Atlantic to hold its Third Stated Meeting outside its bounds at Lees-McRae College on June 23-24, 1989.

Balance of Ministers and Elders (G-11.0100b.)

There are 243 resident ministers who are members of the presbytery. There are 185 elders eligible to be commissioners of churches.

ACTION:

Presbytery invited each of the 21 racial-ethnic churches to send one additional elder commissioner to presbytery meetings in 1989, and agreed that the remaining 37 elder commissioners to invited alphabetically by city/town/church beginning with the letter "A".

BILLS AND OVERTURES

ACTION:

Presbytery accepted the following overture and forwarded it to the General Assembly. (See Appendix G, p. 125.)

RESOLUTIONS COMMITTEE

ACTION:

Presbytery adopted the following Resolution of Appreciation:

Be it resolved
That Salem Presbytery on this the sixth day of April, 1989, extend sincere appreciation and gratitude to First

Presbyterian Church of Statesville for graciously hosting this second stated meeting of Presbytery.

ADJOURNMENT

Presbytery was adjourned at 4:15 P.M. with prayer by the Moderator.

Attested,

John M. Handley

John M. Handley
Stated Clerk

COMMUNICATIONS

Letters of dismission were received for the following ministers:

David Thomas Daniel, from Charlotte Presbytery
Barbara Elaine Dua, from Muskingum Valley Presbytery
J. Samuel Hobson, Jr., from Cape Fear Valley Presbytery

Requests for dissolutions of pastoral relationships were received for the following ministers:

William C. Rhodes, Jr., from the Third Creek Presbyterian Church, effective June 30, 1989.

Burwell J. Shore, III, from the Covenant Presbyterian Church, effective March 31, 1989, dismissed to Cape Fear Valley Presbytery.

David L. Smith, from the Fairmont Presbyterian Church, effective March 31, 1989, dismissed to Genesee Valley Presbytery.

Request to be dismissed to another Presbytery was received from the following minister:

Moffett S. Churn, dismissed to Hanover Presbytery.

The following requests for the appointment of Stated Supplies were received:

From the Cooleemee Presbyterian Church for Rev. Kenneth Pollock to serve as Stated Supply for six months, from February 1, 1989, to July 31, 1989.

From the Trinity Presbyterian Church of Burlington for Rev. Susan D. Fricks to serve as Stated Supply for one year, from March 16, 1989, to March 16, 1990.

From the Milton Presbyterian Church for Rev. Robert L. Turner to serve as Stated Supply for six months, from March 1, 1989, to August 31, 1989.

SALEM PRESBYTERY
SERVICE OF WORSHIP AND INSTALLATION

6 April 1989 — First Presbyterian, Statesville

MUSIC FOR GATHERING: Chorale Prelude on LOBE DEN HERREN — J. S. Bach

OPENING SENTENCES:

Leader: Our help is in the name of the Lord.
People: WHO MADE HEAVEN AND EARTH.
Leader: Even those who are young grow weak;
People: THE YOUNG CAN FALL EXHAUSTED.
Leader: But those who trust in the Lord for help
will find their strength renewed.
People: THEY WILL RISE ON WINGS LIKE EAGLES;
Leader: They will run and not get weary;
People: THEY WILL WALK AND NOT GROW WEAK. — Isaiah 40:30-31

* HYMN: "Sing Praise to God Who Reigns Above" — Number 15

PRAYER OF CONFESSION:

Unison: We confess, O God, that we have not lived each day in the faith of Easter. We have been like the disciples, who saw life more in terms of the suffering of Calvary than in terms of resurrection. Forgive our doubt and despair, and help us to be more positive about life. Let the power and radiance of Easter morning transform us into new creatures in Christ, who welcome each new day with the feeling that something wonderful is going to happen because our Saviour lives!

Leader: O God, you have welcomed us by baptism into one holy church, and joined us by faith to Christians in every place. May your church on earth be a sign of the communion you promise, where we will all be one with Christ, and joyful in your kingdom.
People: AMEN.
Leader: From a clinging to power that prevents oneness in your church; from thinking forms of government perfect, or courts of the church infallible;
People: O GOD, DELIVER US.
Leader: From mistaken zeal that will not compromise; from worshipping doctrines rather than you;
People: O GOD, DELIVER US.
Leader: From religious pride that belittles the faith of others, or claims true wisdom, but will not love;
People: O GOD, DELIVER US.
Leader: Make us one in worship, hearing your word with one mind and singing your praise with a single voice.
People: GIVE US YOUR HOLY SPIRIT.
Leader: Make us one in faithfulness to Jesus Christ, who never fails us, and who will come again in triumph.
People: GIVE US YOUR HOLY SPIRIT.
Leader: Give us your Holy Spirit, God, so that we may have among us the same mind that was in Christ Jesus.
May every knee bow down and every tongue confess him, to the glory of your name.
People: AMEN.

ASSURANCE OF PARDON

* CONGREGATIONAL RESPONSE (sung in unison) Tune: Lauda Anima

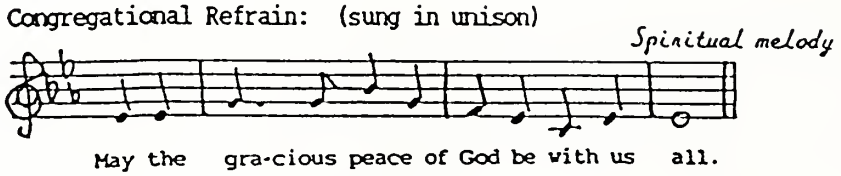
Like a loving parent caring,
God knows well our feeble frame;
Gladly all our burdens bearing
Still to countless years the same.
Alleluia! Alleluia!
All within me, praise God's name!

Adapted by Ecumenical Womens' Center © 1974

OLD TESTAMENT LESSON: Exodus 4:1-9

PSALM LESSON: Psalm 122

Congregational Refrain: (sung in unison)



* * ** * * * * *

(organ plays refrain)

All: Refrain

Leader: I was glad when they said to me,
"Come with us to the house of the Lord!"
And now we are standing here,
Within your gates, Jerusalem.

All: Refrain

Leader: The city Jerusalem, strongly built—
To this place the tribes come up,
The Lord's tribes, the assembly of Israel,
To praise the name of the Lord.
For here stood the thrones of judgment,
The thrones of David's successors.

All: Refrain

Leader: Pray for the peace of Jerusalem!
"Give rest to those who love you;
Let peace be within your walls,
Quiet within your towers.
For the sake of my family and friends,
Let me speak for your well-being;
For the sake of the house of the Lord our God,
Let us seek what is best for you."

All: Refrain.

Psalm translated by Gary Chamberlain from Psalms: A New Translation for Prayer and Worship, © 1984 by The Upper Room, Nashville, TN. Used with permission of the publisher

PSALM PRAYER: (unison)

Great God, as we receive the peace you alone can give, fill us with your grace to share that peace wherever we are, and in whatever we do; in the name and for the sake of Jesus Christ our Redeemer.

NEW TESTAMENT LESSON: I Corinthians 12:4-12

SERMON: "What Is That In Your Hand?" Rev. S. Edwin Lewis

PRAYERS OF THE PEOPLE:

Leader: Creator God, work is your gift to us, a call to reach new heights by using our talents for the good of all. Guide us as we work, and teach us to live in the spirit who made us your sons and daughters, in the love that made us brothers and sisters, through Jesus Christ our Lord.

People: AMEN.

Leader: Let us pray the prayer that Jesus taught us:

People: OUR FATHER IN HEAVEN, HALLOWED BE YOUR NAME, YOUR KINGDOM COME, YOUR WILL BE DONE, ON EARTH AS IN HEAVEN. GIVE US TODAY OUR DAILY BREAD. FORGIVE US OUR SINS AS WE FORGIVE THOSE WHO SIN AGAINST US. SAVE US FROM THE TIME OF TRIAL AND DELIVER US FROM EVIL. FOR THE KINDGOM, THE POWER, AND THE GLORY ARE YOURS NOW AND FOREVER.

SERVICE OF INSTALLATION

* HYMN "Immortal, Invisible, God Only Wise" Number 85

Leader: There are different gifts,
People: BUT IT IS THE SAME SPIRIT WHO GIVES THEM.
Leader: There are different ways of serving God,
People: BUT IT IS THE SAME LORD WHO IS SERVED.
Leader: God works through different men and women in different ways,
People: BUT IT IS THE SAME GOD WHO ACHIEVES GOD'S PURPOSE THOUGH THEM ALL.
Leader: Each one is given a gift by the Spirit,
People: TO USE IT FOR THE COMMON GOOD.
Leader: Together we are the body of Christ.
People: AND INDIVIDUALLY WE ARE A PART OF CHRIST.

INTRODUCTION OF THE CANDIDATE — Dexter Taylor

INSTALLATION QUESTIONS TO THE CANDIDATE — Gus Hewlett

INSTALLATION QUESTIONS TO THE PRESBYTERY — Cora Lee Massey

INSTALLATION PRAYER (unison) — Z. N. Holler

God of grace, who called us to a common ministry as ambassadors of Christ, trusting us with the message of reconciliation: give us courage and discipline to follow where your servants rightly lead us; that together we may declare your wonderful deeds and show your love to the world; through Jesus Christ, the Lord of all!

DECLARATION OF INSTALLATION — Dale Davidson

CHARGE TO THE CANDIDATE — Herb Nelson

CHARGE TO THE PRESBYTERY — Dale Davidson

* HYMN "Christ Is Made the Sure Foundation" Number 433

BLESSING — John Handley

(Please be seated as our worship continues with the organ voluntary. At the conclusion of the voluntary, the Presbytery will recess to greet Mr. Handley.)

VOLUNTARY "Toccata" from Symphony No. 5 — C.-M. Widor

* Those who are able may stand

WORSHIP PARTICIPANTS

Donald Armitage, Director of Music, First, Winston-Salem
Dale Davidson, Moderator, Salem Presbytery; elder, First, Greensboro
John Handley, Executive Presbyter, Salem Presbytery
Gus Hewlett, Retired Presbyterian Minister
Z. N. Holler, Moderator, Salem Presbytery Committee on Preparation for Ministry
Pastor, Church of the Covenant, Greensboro
Loretta G. James, Moderator, Salem Presbytery Worship Committee,
Director of Music Ministries, Starmount, Greensboro
Rev. S. Edwin Lewis, Pastor, First, Mooresville
Cora Lee Massey, Member, Salem Presbytery Council; elder, St. Paul, High Point
J. Herbert Nelson, Moderator of Salem Presbytery Council; Pastor, St. James, Greensboro
Grant Sharp, Pastor, First, Statesville
Dexter Taylor, Moderator, Salem Presbytery, Exempt Search Committee
Pastor, Trinity, Winston-Salem

CELEBRATION OF THE ORGANIZATION
of the
KOREAN FIRST PRESBYTERIAN CHURCH, GREENSBORO, NC

Introduction of the Administrative Commissioners

Report of the Commission — L. Rus Howard

Korean Presbyterian Churches in Mission — Rev. Paul Ryoo

Words of Thanks and Invitation — Elder Moon Won Suh

Litanity of Thanksgiving

Leader: The Lord is with you,

People: And with you also.

Leader: Lift up your heart,

People: We life them up to the Lord.

Leader: Let us give thanks to the Lord our God.

People: It is always right to give Him thanks and praise.

Leader: For your covenant with us that makes us church, and for our commitment to you and one another in mission,

People: We give thanks to you, Lord our God.

Leader: For all promised empowering from your Holy Spirit: to proclaim your Word, fulfill all prophecy, and to practice every love,

People: Your church ever praises you, Lord our God.

Leader: For your forgiveness of our sins and for your redemption, and newness of our life together,

People: We give you, thanks, O God.

Leader: For all the faithfulness in all the years, passed to us as heritage in the Presbyterian Church in the U.S. and around the world,

People: We give our hearty thanks.

Leader: For all the opportunity of mission in our time; for children who follow us,

People: We ascribe all glory to you, Lord our God.

Leader: Most of all, for our new beginning as a church of Jesus Christ, and the hope of growth in grace and love and

service,

(All): We praise, and bless and magnify and worship and honor you, Lord our God, through Jesus Christ, your Son, our Savior. Amen and Amen.

Prayer of Thanksgiving Rev. Ryoo

SALEM PRESBYTERY
CHANGES IN TERMS OF CALLS
EFFECTIVE JANUARY 1, 1989

NAME OF MINISTER AND CHURCH		1988	1989
G. W. Alexander, Jr.	Cash Salary	$17,871.00	$18,765.00
CENTRE	Designated as Furniture Allowance	2,862.00	3,006.00
	Soc. Sec. Equiv.	1,525.00	1,558.00
	Pension & Ins.	7,820.00	9,269.00
	Utilities	2,950.00	2,950.00
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	5,350.00	5,350.00
Frank J. Allen	Cash Salary	19,800.00	19,800.00
WESTVIEW	Housing Allowance	3,700.00	3,700.00
	Utilities	Paid	Paid
	Automobile Allowance	3,000.00	3,000.00
	Cont. Ed.	600.00	600.00
	Prof. Exp.	1,500.00	1,500.00
James H. Banbury	Cash Salary	25,600.00	27,140.00
HIGHLAND (ASSOC.)	Soc. Sec.Equiv.	2,230.00	2,330.00
	Housing Allowance	8,650.00	8,650.00
	Pension & Ins.	8,390.00	8,812.00
	Cont. Ed./Books	1,050.00	1,050.00
	Automobile Allowance	3,600.00	3,600.00
Linda Blessing	Cash Salary	14,417.25	17,174.25
FLAT ROCK	Soc. Sec. Equiv.	-0-	1,453.46
	Pension & Ins.	3,748.49	5,569.68
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	1,250.00	1,250.00
Edwin C. Brammer, Jr.	Cash Salary	19,100.00	20,055.00
REIDSVILLE, FIRST	Housing Allowance	10,200.00	10,200.00
	Automobile Allowance	2,400.00	2,400.00
	Cont. Ed.	750.00	750.00
Warren Cloud Brannon	Cash Salary		25,375.00
SHILOH	Housing Allowance		40% of Salary
	Automobile Allowance		3,500.00
	Cont. Ed.		500.00
Malcolm M. Bullock	Cash Salary	20,500.00	21,700.00
THYATIRA	Soc. Sec. Equiv.	1,735.00	1,836.00
	Pension & Ins.	7,773.00	8.237.00
	Cont. Ed./Books	750.00	1,900.00
	Automobile Allowance	3,000.00	3,000.00
W. D. Carmines, Jr.	Cash Salary	16,500.00	16,500.00
SILER CITY	Utilities	2,700.00	2,700.00
	Automobile Allowance	2,400.00	2,400.00
	Cont. Ed.	500.00	500.00
	Pension & Ins.	4,290.00	5,054.00
	Soc. Sec. Equiv.	1,075.00	1,075.00

NAME OF MINISTER AND CHURCH		1988	1989
George Carpenter	Housing Allowance	8,200.00	9,750.00
STARMOUNT	Pension & Ins.	9,030.00	11,661.00
Cynthia R. Higgins	Cash Salary	12,880.00	14,480.00
STARMOUNT (ASSOC.)	Housing Allowance	11,270.00	12,670.00
	Pension & Ins.	4,830.00	6,797.00
Charles R. Carter	Cash Salary	31,270.00	32,834.00
FOREST HILLS			
M. Craig Clark	Cash Salary	16,520.00	17,840.00
FELLOWSHIP	Housing Allowance	16,520.00	17,840.00
Thomas A. Clymer	Cash Salary	17,423.00	18,605.00
FRANKLIN	Soc. Sec. Equiv.	1,525.00	1,602.00
	Housing Allowance	6,000.00	6,062.00
	Pension & Ins.	4,990.00	6,042.00
	Cont. Ed./Books	650.00	750.00
	Automobile Allowance	2,050.00	2,500.00
David G. Coffey, Jr.	Cash Salary	18,196.30	19,768.00
CHERRYVILLE, FIRST	Soc. Sec. Equiv.	1,000.00	1,000.00
	Housing Allowance	8,772.00	8,772.00
	Pension & Ins.	6,934.40	8,203.64
	Cont. Ed./Books	900.00	900.00
	Automobile Allowance	2,500.00	2,500.00
Clyde T. Cook	Cash Salary	25,500.00	27,000.00
GREENSBORO, FIRST	Housing Allowance	17,000.00	18,000.00
	Automobile Allowance	2,000.00	2,000.00
	Cont. Ed.	1,200.00	1,500.00
Carl Dumford	Cash Salary	23,000.00	23,000.00
TAYLORSVILLE	Soc. Sec. Equiv.	1,950.00	1,950.00
	Pension & Ins.	6,500.00	6,500.00
	Automobile Allowance	3,500.00	3,500.00
Christopher F. East	Cash Salary	20,000.00	21,200.00
BUFFALO	Housing Allowance	6,000.00	6,360.00
	Utilities	2,620.00	2,775.00
	Cont. Ed.	500.00	500.00
	Prof. Allowances	500.00	500.00
	Soc. Sec. Equiv.	2,526.00	2,675.00
John E. Eliason	Cash Salary	17,277.00	18,314.00
PIEDMONT	Housing Allowance	11,605.00	12,365.00
Thomas McLean Faw	No Changes--same as original dated 2/88		
MEMORIAL			
Dusty Kenyon Fiedler	Cash Salary	12,000.00	12,350.00
CLEMMONS (CO-PASTOR)	Soc. Sec. Equiv.	1,017.52	1,099.86
2/3 Time	Housing Allowance	4,545.00	4,545.00
	Pension & Ins.	3,512.50	4,138.59
	Cont. Ed./Books	375.00	750.00

NAME OF MINISTER AND CHURCH		1988	1989
	Automobile Allowance	1,050.00	1,000.00
	Cont. Ed. Time	1 week	2 weeks
Robert A. Fiedler	Cash Salary	12,000.00	12,350.00
CLEMMONS (CO-PASTOR)	Soc. Sec. Equiv.	1,017.52	1,099.86
2/3 Time	Housing Allowance	4,545.00	4,545.00
	Pension & Ins.	3,512.50	4,138.59
	Cont. Ed./Books	375.00	750.00
	Automobile Allowance	1,050.00	1,000.00
	Cont. Ed. Time	1 week	2 weeks
James T. Frazier	Cash Salary	19,500.00	20,205.00
SPARTA	Soc. Sec. Equiv.	1,650.00	1,710.00
	Pension & Ins.	5,323.00	6,553.00
	Cont. Ed./Books	850.00	850.00
	Automobile Allowance	2,000.00	2,000.00
Robert O. Freeman	Cash Salary	16,300.00	17,180.00
SALISBURY, SECOND	Soc. Sec. Equiv.	1,628.00	1,710.00
	Housing Allowance	8,700.00	9,600.00
	Pension & Ins.	5,325.00	6,553.00
	Cont. Ed./Books	600.00	750.00
	Automobile Allowance	1,200.00	1,200.00
Harold E. Fuller	Cash Salary	23,100.00	24,150.00
PARKWAY	Designated as Furniture Allowance	2,310.00	2,415.00
	Soc. Sec. Equiv.	-0-	2,358.00
	Housing Allowance	7,705.95	12,075.00
	Utilities	2,782.50	-0-
	Pension & Ins.	8,177.19	8,874.00
	Prof. Exp. Reimb.	7,297.50	3,700.00
Tempe Fussell	Cash Salary	11,081.54	11,650.00
PITTSBORO			
Calvin P. Gentry	Cash Salary	21,703.00	21,703.00
BETHANY/CLIO/NEW SALEM	Designated as Furniture Allowance	3,800.00	3,800.00
	Soc. Sec. Equiv.	1,837.00	1,837.00
	Pension & Ins.	6,120.33	7,038.46
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	3,000.00	3,000.00
Carter Gillespie	Soc. Sec. Equiv.	600.00	1,000.00
HAWFIELDS			
William C. Hayes	Cash Salary	8,000.00	8,400.00
SMYRNA			
William C. Hayes	Cash Salary	9,360.00	9,960.00
WENTWORTH	Automobile Allowance	1,800.00	1,800.00
	Cont. Ed.	250.00	250.00
Z. N. Holler	Cash Salary	20,419.00	21,036.00
CHURCH OF THE COVENANT	Cont. Ed.	1,000.00	1,200.00

NAME OF MINISTER AND CHURCH		1988	1989
Linn W. Howard	Cash Salary	14,045.00	21,640.00
VANDALIA	Housing (Manse)	5,000.00	-0-
	Utilities	2,050.00	2,070.00
	Automobile Allowance	3,000.00	3,300.00
	Cont. Ed.	600.00	630.00
	Prof. Allowances	1,000.00	1,000.00
Joanne R. Hull	Cash Salary	15,257.00	16,630.00
GUILFORD PARK (ASSOC.)	Housing Allowance	7,103.00	7,742.00
	Automobile Allowance	2,646.00	2,884.00
	Cont. Ed.	500.00	545.00
	Soc. Sec. Equiv.	1,456.00	1,587.00
William R. Knox	Cash Salary	9,611.50	10,102.50
LANSING	Soc. Sec. Equiv.	813.42	854.97
1/2 Time	Pension & Ins.	2,710.47	3,276.28
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	1,575.00	1,125.00
Phyllis Kort	Cash Salary	15,825.00	16,458.00
BURLINGTON, FIRST	Housing Allowance	11,550.00	10,972.00
Donald E. Lannon	Cash Salry	20,445.00	22,285.00
GUILFORD PARK	Housing Allowance	8,555.00	9,325.00
	Utilities	3,000.00	3,270.00
	Automobile Allowance	3,255.00	3,548.00
	Cont. Ed.	400.00	436.00
	Prof. Allowances	200.00	218.00
	Soc. Sec. Equiv.	2,083.00	2,271.00
Robert E. Lee	Cash Salary	26,720.00	28,055.00
FAITH	Automobile Allowance	2,000.00	2,000.00
	Cont. Ed.	800.00	800.00
	Prof. Allowances	340.00	340.00
	Soc. Sec. Equiv.	1,740.00	1,825.00
	Pension & Ins.	5,690.00	6,870.00
	Life Ins.	-0-	120.00
David T. Lee-Andrews	Cash Salary	16,200.00	19,605.00
CONCORD	Soc. Sec. Equiv.	1,688.00	1,659.00
	Pension & Ins.	4,881.44	6,358.00
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	1,500.00	1,500.00
David A. Long, III	Cash Salary		24,239.00
BOONE, FIRST	Housing Allowance		8,000.00
	Pension & Ins.		7,415.00
	Cont. Ed./Books		500.00
	Automobile Allowance		2,400.00
Robert M. Matthews	Cash Salary	21,873.00	23,022.00
FIELDSTONE	Designated as Furniture Allowance	3,280.00	3,300.00
	Soc. Sec. Equiv.	1,851.00	1,948.00
	Pension & Ins.	6,168.00	7,466.00

NAME OF MINISTER AND CHURCH		1988	1989
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,500.00	2,600.00
Steven P. McCutchan	Cash Salary	34,240.00	36,300.00
HIGHLAND	Soc. Sec. Equiv.	3,023.00	3,157.00
	Housing Allowance	12,200.00	12,200.00
	Pension & Ins.	11,376.00	11,881.00
	Cont. Ed./Books	1,350.00	1,350.00
	Automobile Allowance	3,600.00	3,600.00
James F. Miller	Insurance	2,656.89	3,180.00
CHURCH OF THE CROSS	Annuity	-0-	426.00
Donald Mimbs	Cash Salary	19,223.00	20,205.00
KERNERSVILLE, FIRST	Designated as Furniture Allowance	1,600.00	1,800.00
	Soc. Sec. Equiv.	1,627.00	1,710.00
	Housing Allowance	6,255.00	6,575.00
	Pension & Ins.	5,421.00	6,553.00
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,250.00	2,100.00
Allen E. Morrison	Cash Salary	19,223.00	20,205.00
ASBURY	Soc. Sec. Equiv.	1,627.00	1,710.00
	Pension & Ins.	5,323.00	6,553.00
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,100.00	2,100.00
	Cont. Ed. Time	1 week	2 weeks
David C. Partington	Cash Salary	21,910.00	23,515.00
SHALLOWFORD	Soc. Sec. Equiv.	1,817.00	2,216.00
	Equity Allowance	3,055.001	3,055.00
	Pension & Ins.	6,963.00	9,526.00
	Cont. Ed./Books	800.00	1,000.00
	Automobile Allowance	2,400.00	2,000.00
Jamie Bibee Pharr	Cash Salary	6,074.33	7,868.00
CLEVELAND	Designated as Furniture Allowance	2,500.00	4,000.00
35% Call	Housing Allowance	1,976.52	2,560.15
	Pension & Ins.	1,712.98	2,551.62
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,106.00	2,250.00
A. B. Plexico	Soc. Sec. Equiv.	900.00	1,625.00
HAWFIELDS			
Phillip Pogue	Cash Salary		12,137.00
GLENDALE SPRINGS	Soc. Sec. Equiv.		1,027.00
	Pension & Ins.		3,949.00
	Cont. Ed./Books		500.00
	Automobile Allowance		1,400.00
Phillip Pogue	Cash Salary		6,068.33
LAUREL FORK	Soc. Sec. Equiv.		513.67

NAME OF MINISTER AND CHURCH		1988	1989
	Pension & Ins.		1,968.02
	Cont. Ed./Books		250.00
	Automobile Allowance		699.99
William C. Rhodes, Jr.	Cash Salary	19,508.00	19,508.00
THIRD CREEK	Soc. Sec. Equiv.	3,302.00	3,302.00
	Pension & Ins.	5,931.00	6,820.00
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,200.00	2,200.00
Leland Richardson	Cash Salary	29,413.00	29,162.00
MOCKSVILLE, FIRST	Designated as Furniture Allowance	3,413.00	3,162.00
	Soc. Sec. Equiv.	2,489.00	2,468.00
	Pension & Ins.	9,361.00	9,457.00
	Cont. Ed./Books	499.00	750.00
	Automobile Allowance	6,091.00	6,091.00
Paul N. Ridolfi	Cash Salary	20,500.00	22,000.00
MOUNT AIRY, FIRST	Soc. Sec. Equiv.	2,250.00	2,500.00
	Housing Allowance	10,250.00	12,000.00
	Pension & Ins.	6,600.00	8,395.00
	Cont. Ed./Books	1,000.00	1,100.00
	Automobile Allowance	3,375.00	3,600.00
James M. Rissmiller	Cash Salary	35,000.00	36,400.00
COMMUNITY IN CHRIST	Automobile Allowance	3,700.00	3,880.00
	Cont. Ed.	400.00	400.00
	Books	400.00	400.00
Danny M. Sharp	Cash Salary		17,000.00
GREENWOOD	Designated as Furniture Allowance	2,400.00	3,000.00
	Dental Allowance		1,000.00
	Opt. Death Benefit		50.00
Anne Carter Shelley	Cash Salary	8,759.00	10,102.50
YADKINVILLE	Soc. Sec. Equiv.	700.00	855.00
1/2 Time	Housing Allowance	2,625.00	3,287.50
	Pension & Ins.	2,400.00	3,276.50
	Cont. Ed./Books	375.00	375.00
	Automobile Allowance	2,375.00	2,000.00
David L. Smith	Cash Salary	18,023.00	19,205.00
FAIRMONT	Designated as Furniture Allowance	2,703.45	2,880.75
	Housing Allowance	5,864.48	6,249.10
	Pension & Ins.	5,082.55	6,228.27
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,650.00	2,650.00
Billy F. Sosebee	Cash Salary	21,418.00	20,205.00
LEXINGTON, SECOND	Soc. Sec. Equiv.	1,813.00	1,710.00
	Pension & Ins.	6,040.00	6,553.00
	Cont. Ed./Books	750.00	750.00
	Automobile Allowance	2,490.00	3,040.00

NAME OF MINISTER AND CHURCH		1988	1989
Laura Michael Spangler	Cash Salary	15,409.00	13,104.00
GRAHAM	Housing Allowance	6,594.00	10,000.00
	Automobile Allowance	1,725.00	1,800.00
	Cont. Ed.	500.00	500.00
	Soc. Sec. Equiv.	1,003.00	1,735.00
	Pension & Ins.		25% of Salary
Rollin Steele	Cash Salary	17,000.00	17,000.00
SPRINGWOOD	Housing Allowance	5,620.00	5,620.00
	Automobile Allowance	3,500.00	4,000.00
	Cont. Ed.	500.00	1,000.00
	Pension & Ins.		4,738.00
William Dickson Varker	Cash Salary	21,500.00	23,500.00
WESTMINSTER	Housing Allowance	8,100.00	10,000.00
	Utilities	3,850.00	4,536.00
	Automobile Allowance	3,650.00	3,850.00
	Cont. Ed.	200.00	200.00
	Prof. Exp.	4,452.00	5,026.00
	Other	2,968.00	4,607.00
Harold F. Waldruff	Cash Salary	22,185.00	23,285.00
MADISON			
Russ Ward, Jr.	Cash Salary		24,000.00
ASHEBORO, FIRST	Housing Allowance		7,669.00
	Utilities		5,112.00
	Automobile Allowance		.21 a mile
	Cont. Ed.		500.00
	Book Allowance		500.00
	Soc. Sec. Equiv.		1,563.00
	Pension & Ins.		7,669.00
Randolph Thomas Wellford	Cash Salary	11,741.00	12,328.00
BETHLEHEM	Automobile Allowance	1,254.00	1,317.00
	Cont. Ed.	425.00	400.00
Norman M. Whitney, Sr.	Cash Salary		21,000.00
BETHANY	Automobile Allowance		4,000.00
	Cont. Ed.		850.00
Charles Williams	Cash Salary	24,337.00	25,310.00
BURLINGTON, FIRST	Housing Allowance	19,360.00	20,134.00
Paul D. Woodall, Jr.	Cash Salary	21,000.00	21,950.00
BETHEL	Utilities	2,000.00	2,100.00
	Automobile Allowance	2,600,00	2,500.00
	Cont. Ed.	300.00	500.00
R. Scott Woodmansee	Cash Salary	35,509.00	36,574.00
HIGH POINT, FIRST	Automobile Allowance	4,000.00	4,000.00
	Cont. Ed.	1,000.00	1,000.00
	Prof. Exp.	10,617.00	10,942.00
William J. Wrenn, Jr.	Cash Salary	15,875.00	18,000.00
BRENTWOOD	Utilities	1,200.00	1,500.00
	Automobile Allowance	2,400.00	2,700.00

SALEM PRESBYTERY
REPORT ON MINISTERS AND CHURCHES

Pastors and Associate Pastors

Aiken, Wyatt; Pastor, Mebane Presbyterian Church
Alexander, G. Woody, Jr.; Pastor, Centre Presbyterian Church
Allen, Frank; Pastor, Westview Presbyterian Church
Askew, Michael; Pastor, Reid Memorial Presbyterian Church
Banbury, James H.; Associate Pastor, Highland Presbyterian Church
Bledsoe, Jesse; Pastor, First Presbyterian Church, Pilot Mountain
Blessing, Linda L.; Pastor, Flat Rock Presbyterian Church
Bradford, Ernest; Pastor, Yadkin United Presbyterian Church
Brammer, Ed.; Pastor, First Presbyterian Church
Brannon, Warren; Pastor, Shiloh Presbyterian Church, Burlington
Brearley, John; Pastor, Elkin Presbyterian Church
Bullock, Malcolm M.; Pastor, Thyatira Presbyterian Church
Carmines, William; Pastor, Siler City Presbyterian Church
Carpenter, George; Pastor, Starmount Presbyterian Church
Carter, Charles; Pastor, Forest Hills Presbyterian Church
Clark, Gray; Pastor, Fellowship Presbyterian Church
Click, Jay; Pastor, First Presbyterian Church, Eden
Clymer, Thomas H.; Pastor, Franklin Presbyterian Church
Coates, Frederick A. H.; Associate Pastor, First Presbyterian Church, Mooresville
Coblentz, J. Alexander; Pastor, Back Creek Presbyterian Church
Cook, Clyde; Associate Pastor, First Presbyterian Church, Greensboro
Dancy, Kermit W.; Pastor, Mount Jefferson Presbyterian Church
*David T. Daniel; Pastor, Bixby Presbyterian Church
Dean, Robert F.; Pastor, Old Town Presbyterian Church
Dickens, James; Pastor, Logan Presbyterian Church
Dumford, Carl W.; Pastor, Taylorsville Presbyterian Church
Durway, Dan; Pastor, Crestwood Presbyterian Church
East, Christopher; Pastor, Buffalo Presbyterian Church
Eliason, John; Pastor, Piedmont Presbyterian Church
Eller, James; Associate Pastor, Alamance Presbyterian Church
Evans, Robert C., III; Pastor, North Wilkesboro Presbyterian Church
Eversley, Carlton A. G.; Pastor, Dellabrook Presbyterian Church
Faw, McLean, Jr.; Pastor, Memorial Presbyterian Church
Fiedler, Dusty K.; Co-Pastor, Clemmons Presbyterian Church
Fiedler, Robert A.; Co-Pastor, Clemmons Presbyterian Church
Fravel, Gary; Pastor, Glenwood Presbyterian Church
Frazier, James T.; Pastor, Sparta Presbyterian Church
Freedom, Elijah; Pastor, St. Paul Presbyterian Church, High Point
Freeman, Robert O.; Pastor, Second Presbyterian Church, Salisbury
Fuller, Harold E., Jr.; Pastor, Parkway Presbyterian Church
Fussell, Tempe; Pastor, Pittsboro Presbyterian Church
Gentry, Calvin P.; Pastor, Bethany, Clio, New Salem Presbyterian Churches
Gillespie, Carter; Associate Pastor, Hawfields Presbyterian Church
Grant, James H., Jr.; Pastor, First Presbyterian Church, Lexington
Gray, Lucius; Pastor, Alamance Presbyterian Church
Hayes, William; Pastor, Wentworth and Smyrna Presbyterian Churches
Henderson, James; Pastor, Calvary Presbyterian Church
Henry, David L.; Pastor, Unity Presbyterian Church
Higgins, Cynthia; Associate Pastor, Starmount Presbyterian Church
*Hobson, J. Samuel, Jr.; Pastor, St. Paul Presbyterian Church
Holler, Z. N.; Pastor, Church of the Covenant Presbyterian Church

Howard, Russ; Pastor, Vandalia Presbyterian Church
Hull, Joanne; Pastor, Guilford Park Presbyterian Church
Hundley, Stephen; Pastor, Prospect Presbyterian Church
Hunt, Guy W., Jr.; Pastor, Beulah and Wilkes Chapel Presbyterian Churches
Hunter, George; Pastor, Trinity United Presbyterian Church
Johnston, William S.; Pastor, Southminster Presbyterian Church
Keating, Henry J.; Associate Pastor, First Presbyterian Church, Winston-Salem
Knox, William R.; Pastor, Lansing Presbyterian Church
Kopp, Robert; Pastor, First Presbyterian Church, Winston-Salem
Kort, Phyllis; Associate Pastor, First Presbyterian Church, Burlington
Lannon, Donald E.; Pastor, Guilford Park Presbyterian Church
Lee, Robert; Pastor, Faith Presbyterian Church
Lee-Andrews, David T.; Pastor, Concord Presbyterian Church
Lewis, Robert M.; Pastor, First Presbyterian Church, Salisbury
Lewis, S. Edwin; Pastor, First Presbyterian Church, Mooresville
Long, David A., III; Pastor, First Presbyterian Church, Boone
Lovelady, Jonathan; Pastor, Sandy Ridge and Pine Hall Presbyterian Churches
Lowery, Ivan; Pastor, Mt. Vernon and Mocksville, Second Presbyterian Churches
Matthews, Robert M.; Pastor, Fieldstone Presbyterian Church
McCutchan, Steven P.; Pastor, Highland Presbyterian Church
Milam, Judson J.; Pastor, Saint Andrews Presbyterian Church
Milholland, John L., III; Pastor, Fifth Creek and Old Providence Presbyterian Churches
Miller, E. Thomas; Pastor, Forest Park Presbyterian Church
Miller, James; Pastor, Church of the Cross Presbyterian Church
Mimbs, Donald; Pastor, First Presbyterian Church, Kernersville
Montgomery, Reid; Pastor, Speedwell Presbyterian Church
Morrison, Allen E.; Pastor, Asbury Presbyterian Church
Morrison, William H.; Pastor, Spencer Presbyterian Church
Nash, David; Pastor, Stony Creek Presbyterian Church
Nelson, James; Pastor, St. James Presbyterian Church
Osborne, Robert S.; Associate Pastor, First Presbyterian Church, Salisbury
Partington, David C.; Pastor, Shallowford Presbyterian Church
Patterson, S. Curtis; Pastor, First Presbyterian Church, Thomasville
Pearson, Karen; Pastor, Freedom Presbyterian Church
Pharr, Jamie B.; Pastor, Cleveland Presbyterian Church
Plexico; A. B.; Pastor, Hawfields Presbyterian Church
Ploger, George A.; Pastor, Harmony and Love Valley Presbyterian Churches
Pogue, Phillip J.; Pastor, Glendale Springs and Laurel Fork Presbyterian Churches
Rhodes, William C., Jr.; Pastor, Third Creek Presbyterian Church
Richardson, Leland A.; Pastor, First Presbyterian Church
Ridolfi, Paul N.; Pastor, First Presbyterian Church, Mount Airy
Rissmiller, James; Pastor, Community in Christ Presbyterian Church
Sharp, Grant M.; Pastor, First Presbyterian Church, Statesville
Sharpe, Danny; Pastor, Greenwood Presbyterian Church
Shelley, A. Carter; Pastor, Yadkinville Presbyterian Church
Shetler, Jerold; Pastor, First Presbyterian Church, Greensboro
Shive, Stephen A,; Pastor, Oakland Presbyterian Church
Sosebee, Billy F.; Pastor, Second Presbyterian Church, Lexington
Spangler, Laura; Associate Pastor, Graham Presbyterian Church
Spears, Joe; Pastor, Mount Tabor Presbyterian Church
Steele, Rollin; Pastor, Springwood Presbyterian Church

Taylor, J. Dexter; Pastor, Trinity Presbyterian Church, Winston-Salem
Varker, William; Pastor, Westminster Presbyterian Church
Voth, Stanley M.; Associate Pastor, First Presbyterian Church, Winston-Salem
Waldruff, Harold; Pastor, Madison Presbyterian Church
Ward, W. Russell, Jr.; Pastor, First Presbyterian Church, Asheboro
Whitney, Norman; Pastor, Bethany Presbyterian Church
Wilkerson, John A., Jr.; Pastor, John Calvin Presbyterian Church
Williams, Charles; Pastor, First Presbyterian Church, Burlington
Wilson, James; Pastor, Sedgefield Presbyterian Church
Woodall, Paul; Pastor, Bethel Presbyterian Church
Woodmansee, Scott; Pastor, First Presbyterian Church, High Point
Wrenn, William; Pastor, Brentwood Presbyterian Church
Yoder, Robert L.; Pastor, Bethesda Presbyterian Church

Non-Parish Ministers

Allen, James
Bagnal, Thomas B.,
Barker, Jonathan
Bell, John W.
Boyd, L. Adlai
Burkette, Tryone
Button, Robert
Chappel, William H.
Chase, Carole F.
Childs, Robert R., Jr.
Click, Mary Boyd
Davison, Frank A.
Deal, Max E.
Dew, Frank M.
Dobyns, M. Susan
*Duay, Barbara
Ellis, Robert L.
Evans, Hugh S.
Freeman, Larry W.
Gehman, Philip R.
George, Sherron Kay
Girard, Scott C.
Handley, John M.
Hawkins, J. Stimson
Herron, Robert W.
Hilley, John R.
Johnson, W. Stacy
Kimmel, Lewis C., Jr.
King, Walter W.
Kirkland, Benjamin
Lindsey, Paul
Long, Laura C.
Long, Z. Bradford
Macon, B. Alston
Marrow, J. Roger
Martin, Steve A.
Mauldin, James M.
Murdock, Kathleen
Osborne, Connell
Osmer, Richard
Partridge, F. L. , III
Perkins, William T.
Pharr, Steve M.
Pickard, Joseph L.
Reed, Catherine J.
Reiff, Gerald N.
Rodenbough, Jeannette
Ryoo, Paul S.
Smith, J. W., Jr.
Smith, Walter R.
Stewart, Patricia F.
Stokes, Jeannette
Talmage, John B.
Thomason, Glenn C.
Truitt, John, Jr.
Ward, Rockwell, P.
Watkins, John M.
Williams, Benjamin
Williams, J. Gordon
Woodard, Michael E.

Honorably Retired Ministers

Alexander, Alonza M.
Anderson, Tom B.
Avent, Lawrence W.
Brown, Charles L.
Brown, William
Burr, David H.
Calhoun, George S.
Callis, Cecil C.
Colquitt, L. B., Jr.
Combs, Bobby L.
Cooper, Watt M.
Culler, H. H., Jr.
Currie, W. M.
Dick, F. Marion
Dimmock, Albert E.
Dixon, C. Wayne
Fudge, Samuel R.
Garrison, Joseph M.
Helm, DeWitt, F.
Hewlett, Everett A.
Johnson, Charles E.
Johnson, Edward J.
Johnson, John S.
King, Hardin A.
Lake, Julian
Long, William F.
Luke, John W.
Macauley, Wilkes
McAlpine, John R., III
McCann, Jerry
McDaniel, James M.
McKee, Charles
Perrell, O. W.
Piephoff, Z. T.
Porter, W. Clark, III
Price, James L., Jr.
Reckard, Charles
Redhead, John A., Jr.
Rhodes, Jane Guthrie
Seals, D. Hilton
Sheppard, Lester E.
Sloan, William W.
Smith, William R., III
Smith, R. Gerald
Southall, Thompson B.
Stimson, Jamie D.
Turner, Robert L.
Walker, John M., Jr.

Donnell, James T.
Edgerton, L. Talmadge
Fisher, Roscoe B.
Flora, Jeseph W.
Forbis, Robert L., Jr.
Foster, William H., Jr.
Foust, Milton M.
McPherson, Lacy V.
McSween, Allen C.
Mullin, Joseph
Neal, George F.
Park, Robert F.
Parker, Darrell A.
Parker, Joseph K., Jr.
Walkup, James W.
Watts, Roy E.
Wells, Robert S.
Whitley, John C.
Womeldorf, John A.
Young, Troy A., Jr.

*Being received at this meeting of Salem Presbytery.

Vacant Churches Seeking Pastors

Bethesda (Ruffin)
Collinstown/Francisco
Covenant (W-S)
Crossroads
Dogwood Acres/Whispering Pines
East Burlington
El Bethel
Fairmont
Graham
Gulf
Hills/Pine Ridge
Jamestown
Mt. Vernon Springs
North Wilkesboro (AoP)
Randolph

Vacant Churches Not Seeking Pastors

Baird's Creek
Boonville, First
Cooleemee
Ebenezer
Edward Webb Memorial
Elmwood
Grace
Griers
Hope View
Immanuel
Joyce
Little Joe's
Lloyd
Milton
Oakview
Peak Creek
Pleasant Grove
Red House
Riverview
Rumple Memorial
Shady Side
Shiloh (Statesville)
Stoneville
Tabor
Trinity (Burlington)
Yadkin United
Yancyville

BYLAWS OF
SALEM PRESBYTERY CORPORATION

ARTICLE I -- OFFICES

The principal office of the Corporation in the State of North Carolina shall be located at 2554 Lewisville-Clemmons Road, Clemmons, North Carolina (when available to occupy. The Corporation may have other offices within the geographical boundaries of Salem Presbytery).

ARTICLE II -- PURPOSES AND LIMITATIONS

Pursuant to its charter purposes, this corporation is organized to act as the financial and secular arm of Salem Presbytery, which is a constituent governing body of the Presbyterian Church (U.S.A.). This corporation's affairs shall be conducted in accordance with, and not at variance with, the plans, programs, actions and instructions of Salem Presbytery. All other provisions of these bylaws are subject to the provisions of this Article and Article III next following.

ARTICLE III -- MEMBERS

Section 1. Who are Members. The members of this Corporation shall be the members of Salem Presbytery, as provided in the Corporation's charter.

Section 2. Annual Meeting. The members shall meet annually at such hour on such date in October of each year, at such place as may be set by the membership, or if there be no such setting, at 11:00 a.m. on the fourth Wednesday in October at the principal office of the corporation.

Section 3. Meetings Deemed Membership Meetings. At any meeting of Salem Presbytery, the members shall be deemed to sit also as the members of this Corporation, and any action taken by them, with regard to the property, assets, receipts, disbursements, and other financial and secular matters within the stewardship of this Corporation shall be deemed corporate action, and may be acted and executed upon by the officers of this Corporation either with or without further action by the Corporation's trustees.

Section 4. Other Meetings. There may be such other regular or special membership meetings as the Board of Trustees of the Corporation may call from time to time.

Section 5. Quorum. Twenty-five percent (25%) of the members shall constitute a quorum for any meeting. Action shall be by majority vote of the members present at any

meeting where a quorum is present, unless a greater majority is required by law.

ARTICLE IV -- BOARD OF TRUSTEES

Section 1. General Powers and Qualification. Subject to the foregoing provisions of the Bylaws, the affairs of the Corporation shall be managed by its Board of Trustees. Trustees shall be vested with and may exercise all the powers of the Corporation except as otherwise provided by law or by these bylaws. Trustees shall be members of the Council of Salem Presbytery.

Section 2. Who are Trustees. The Trustees of the Corporation shall be the members of the Council of Salem Presbytery, except that the initial Board of Trustees shall consist of the persons named in the Articles of Incorporation who shall serve until the first meeting of the Board of Trustees. Each trustee shall hold office until the next annual meeting of members and until the trustee's successor shall have been elected and qualified.

Section 3. Meetings. The Board of Trustees may provide by resolution the time and place, within Salem Presbytery's geographical boundaries, for the holding of regular meetings of the Board without other notice. Special meetings of the Board may be called by the President or a Vice President, or upon written request of a majority of the trustees.

Section 4. Quorum. A majority of the Board of Trustees shall constitute a quorum for the transaction of business at any meeting. The act of a majority of trustees present at a meeting where a quorum is present shall be the act of the Board unless a greater number is required by law.

Section 5. Vacancies. Any vacancy occurring in the Board of Trustees may be filled by a replacing Council member in accordance with the Church constitution.

Section 6. Executive Committee. The Board of Trustees may designate two or more trustees to constitute an Executive Committee, which between meetings of the Board may exercise the authority of the Board in the management of the Corporation. The Executive Committee, if any, shall keep minutes of its proceedings and report them to the Board of Trustees.

Section 7. Informal or Irregular Action By Board or Committee. Action taken by a majority of the Trustees or members of a committee is valid if written consent to the action in question is signed by all the trustees or committee members and filed with the minutes of proceedings of the Board or committee, whether done before or after the action so taken. A meeting may be held by means of a conference

telephone or similar communications device allowing all participants to hear one another, to the same extent and as fully as if all persons were present in one room at a meeting.

ARTICLE V -- OFFICERS

Section 1. Number. The officers of the Corporation shall be a President, one or more Vice Presidents, a Treasurer, a Secretary, and there may be one or more Assistant Secretaries and Assistant Treasurers, with such other officers and assistant officers as the Board of Trustees shall deem desirable. Any two or more offices may be held by the same person. The President and all Vice Presidents shall be members of the Board of Trustees. The President and one Vice President shall be the Moderator and Vice Moderator of the Council of Salem Presbytery. The Secretary shall be the Stated Clerk of Salem Presbytery.

Section 2. Election or Appointment of Officers. The officers of the Corporation shall be elected or appointed annually by the Board of Trustees at the first meeting of the Board following the annual meeting of members.

Section 3. Removal. Any officer or agent elected or appointed by the Board of Trustees may be removed by it, with or without cause, but such removal shall be without prejudice to the contract rights, if any, of the person removed.

Section 4. Vacancies. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Trustees if the office does not otherwise in accordance with the Constitution.

Section 5. President. The President shall be the principal executive officer of the Corporation and, subject to all other articles of these bylaws and the control of the Board of Trustees, shall supervise and control the business and affairs of the Corporation. The President shall preside at meetings of the Board of Trustees, execute documents requiring presidential execution, and in general shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Trustees from time to time.

Section 6. Vice Presidents. Each Vice President shall have such powers and perform such duties as may be prescribed from time to time by the Board of Trustees. At the request or in the absence of the President, any Vice President may act temporarily in place of the President.

Section 7. Secretary. The Secretary shall record and maintain minutes of corporate meetings in a proper minute

book or books, see that all notices required by law or duly given, be custodian of the corporate records and seal, and in general perform all duties incident to the office of Secretary and such other duties as may be prescribed from time to time by the Board of Trustees.

Section 9.[8] Treasurer. The Treasurer shall have charge and custody of and be responsible for all funds and securities of the corporation, receive and give receipts for monies payable to the corporation, deposit all such monies in the name of the corporation in such banks, trust companies or other depositories as shall be selected from time to time by the Board of Trustees, and in general perform all of the duties incident to the office of Treasurer and such other duties as may be prescribed from time to time by the President or by the Board of Trustees.

Section 10.[9] Assistant Secretaries and Assistant Treasurers. Assistant Secretaries and Assistant Treasurers, in general, shall perform such duties as shall be assigned to them by the Board of Trustees or as instructed by senior officers.

Section 11.[10] Compensation. No officer shall be prevented from receiving compensation by reason of the fact that the officer is also a trustee of the Corporation; but compensation, by way of salary or otherwise, shall be provided for by the trustees in accordance with the will of Salem Presbytery and shall not be paid except for the fair value of services rendered.

Section 12.[11] Bonds. Any or all officers and agents, if required by the Board of Trustees, shall give bond for the faithful discharge of their duties in such sums and with such sureties as the Board of Trustees shall determine.

ARTICLE VI -- BOOKS AND RECORDS

The Corporation shall keep correct and complete books and records of account, and shall also keep minutes of the proceedings of its Board of Trustees, of committees having any of the authority of the Board of Trustees, and of its members.

ARTICLE VII -- FISCAL YEAR

The fiscal year of the Corporation shall be the calender year ending December 31, unless otherwise determined by the Board of Directors.

ARTICLE VIII -- SEAL

The seal of the Corporation shall be circular in form, and bear the name of the Corporation and the word "Seal".

Some other seal in that form may be adopted in the absence of a mechanical impression.

ARTICLE IX -- AMENDMENT OF BYLAWS

These bylaws may be amended or repealed, and new bylaws may be adopted, solely by the affirmative vote of a majority of the members of the Corporation.

Certified to be the bylaws adopted by the initial Board of Trustees, in meeting on _____:

_____

_____

_____

SESSIONAL OVERTURE

Whereas, The Board of Pensions of the Presbyterian Church (U.S.A.) is charged with "the design and administration of a comprehensive program of retirement, death, disability, medical, and other benefits for ministers, missionaries, and other church workers...." and

Whereas, as part of their responsibility, The Board of Pensions implemented a new benefits plan on January 1, 1987, and

Whereas, as part of that plan, the Board of Pensions included a provision which states "if for a period of two (2) consecutive calendar years the Medical Costs incurred by any one individual covered under Article XIII exceed the appropriate stop loss amount calculated in accordance with the preceding paragraph applicable to the Member whose coverage under Article XIII includes such individual, then to the extent that the same individual incurs Medical Costs for the same or related illness or injury in the next following and any succeeding consecutive years, such Medical Costs for that individual which exceed the annual deductible applicable to the Member and/or to the Member's Eligible Family, as the case may be, in each of the third and succeeding consecutive years shall be paid to the Member on the basis of one hundred percent (100%) reimbursement subject to cost containment provisions of section 13.8." and

Whereas, the earliest possible date for this provision to be implemented is January 1, 1989, and

Whereas, the estimated 1,750 plan members who are affected by the above provision have made family and financial decisions based on that provision, and

Whereas, the individuals affected by this provision may be terminally ill, handicapped, or have other serious medical problems, and

Whereas, there are many other costs involved in the care of these individuals, and

Whereas, all these costs are not covered by insurance, and

Whereas, often individuals are not eligible for or able to afford additional insurance, and

Whereas, those medical conditions may last for years or for a lifetime, and

Whereas, the cost of such care can devastate a family's finances over a long period of time, and

Whereas, The Board of Pensions at a recent meeting removed the above provision, that the Presbytery of Salem at its stated meeting on Thursday, April 6, 1989, join the Presbytery of Western North Carolina in overturing the 201th General Assembly to

-reexamine the decision of the Board of Pensions concerning the removal of this provision of the current plan based on the financial hardship that it will create in many families, and

-consider leaving the above named provision in the plan in its present form or some alternate form, and

-consider such action retroactive to January 1, 1989, as originally planned.

Respectfully submitted,

James R. Winning, Clerk

Robert F. Dean, Moderator

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VOLUME I

NUMBER 3

Minutes of

SALEM PRESBYTERY

THIRD STATED MEETING
LEES-MCRAE COLLEGE
BANNER ELK, NORTH CAROLINA
June 23-24, 1989

MINUTES OF

SALEM PRESBYTERY

THIRD STATED MEETING
LEES-MCRAE COLLEGE
BANNER ELK, NORTH CAROLINA

June 23-24, 1989

OFFICERS

Moderator	Dale Davidson
Moderator-in-Nomination	S. Edwin Lewis
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Interim Associate for Christian Education	Walter R. Smith
Interim Hunger Action Enabler	Catherine J. Reed
Interim Associate for Church Development	James Watkins
Interim Associate for Special Ministries	Kay-Robert Volkwijn
Interim Associate for Camp Ministries	Albert D. Shaw, Jr.
Interim Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Mickey Wiggins
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Secretary	Rhonda Johnson

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

b. Mr. Han's credo (statement of faith) which follows was approved.

I believe in the Triune God: Creator (father), Redeemer (son), and Sustainer (Holy Spirit). Through the Old Testament,we see the power and love of God expressed in God's creation. Not only did God make the world and human beings, God called them all "very good". More importantly, God the Creator did not "wind up the world" at the beginning of its existence, then just let it go. God cares for his creation. We do not know precisely how God's providence works except as God reveals the loving and just outcomes of it through Scripture and the ongoing creation.

In the "fullness of time", this Creator God demonstrated his love for us by sending Jesus to redeem us from sin and death. Jesus was born truly human, sharing our life fully. Jesus is also the one true and complete revelation of God. In Christ's life, death and resurrection we discover the meaning and purpose of all that God intends for human life.

I believe that Jesus Christ is my Savior. Jesus saves me from myself--from the consequences of my selfishness, pride, and hopelessness about life. In his death and resurrection, God opened for me the way to new and eternal life. I also acknowledge him as Lord of all. No part of life is beyond his redeeming reach and love. He is Lord of my personal life, guiding me in difficult decisions, and providing hope and strength in my weakness.

When Jesus was no more physically present with the disciples, he sent the Holy Spirit. This is not another God, but the same God, making himself known to them and us as a constant abiding presence and the source of power. I believe that the Holy Spirit provides authority for the believers. The Holy Spirit enabled the writers of Scripture to tell truthfully about God, Jesus Christ, and all the rest of the things necessary for us to know. The same Spirit enables us to read and interpret the Bible for ourselves in community. In the words of John Calvin, "it is the inward witness of the Holy Spirit" that seals biblical authority for us. The Holy Spirit is active and at work now in the present, with the promise that he will continue to be so in the future.

It is clear that, from the very first, the Christian faith was a community rather than just the faith of scattered individuals. The church is a community in a very special sense. It is not just a voluntary fellowship of people. The church is a community created by God, called into existence by God, and dependent from God for its very life and energy. Christ is the head of the church. The church honors Christ when it serves inclusively all people for whom Christ died: men, women, children, rich, poor, healthy, sick, the socially accepted and the rejected. The claim to be the people of God leads not to pride, but to repentance and the promised newness of life which flows from God's mercy. This means that, as the people of God, we must not only proclaim the good news, but embody it in our own lives. If God forgives us, we are to forgive one another. If God loves us we are to love one another, even our enemies. If God gives good gifts to us, we are to share those gifts with one another and all mankind. If God is just in his dealings toward us, we are to seek justice for all people. The people of God therefore must be a missionary people, an evangelizing people, seeking to proclaim the Gospel to all mankind and nations.

WELCOME

The Governing Body was welcomed by Bill Farthing. Information regarding the facilities of the college as well as those areas which would be used during the meeting was presented.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the presbytery and recommended referrals as appropriate. (Summary of communications, Appendix A, p. 165.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, p.166.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees.

SESSIONAL RECORDS - Kermit Dancy
Harry Hamilton

RESOLUTIONS - Bill Hayes
Jamie Pharr
Vivian Boyd

PRESBYTERY COUNCIL REPORT
J. Herbert Nelson, Moderator

The Council of Salem Presbytery is continuing to establish a foundation for coordinating the committee and division work of Presbytery. We seek you prayers and support as we attempt to interpret the will of God for our Ministry within the Presbytery.

The Council has formed three sub-committees which will work throughout 1989 in the following areas:

(1) Budget Building Process - charged with the responsibility of establishing a viable system to develop a Presbytery budget which would represent the mission of our Presbytery and coincide with local church stewardship programs. There will also be several educational opportunities which will be available for members of Presbytery to become better acquainted with the programs and committee work included in the Presbytery's budget.

(2) Assets Sub-committee - This sub-committee has been formed to establish a portfolio of Presbytery's assets including endowments, property and other resources received from the three antecedent Presbyteries.

(3) Operations Manual - This sub-committee has the responsibility of developing a procedural manual of operation. The effort of reviewing three antecedent Presbytery's mode of operation and evaluating the leadership styles of Salem Presbytery will probably require this sub-committee to engage in an ongoing task.

The Congregational Life Division is sponsoring a Leadership Training Event to be held on September 26, 1989. This event is entitled "Pathways To Leadership" and seeks to promote the development and training of leaders in various phases of ministry. We encourage your participation in this worthwhile event. Brochures and information concerning the "Pathways to Leadership" event were distributed.

We are proud of the diligent work of the LOGO Committee and the drawing which has been selected for Presbytery's approval. Special thanks is extended to the committee and all who contributed drawings, sketches and other suggestions for

the project. There were over 30 entries and it is gratifying to have this level of participation from the members of the Presbytery.

ACTION:

Presbytery approved the following drawing as the LOGO for Salem Presbytery:

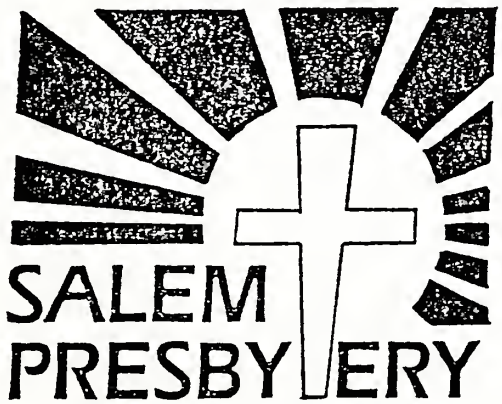
Rational

The primitive cross design grows up and out of the words Salem Presbytery and is a symbol of our historic common faith regardless of age, race, class, culture or gender.

The radiation of light from the cross is indicative of our commitment and challenge to spread the word of God through Jesus Christ.

The simplicity of design is representative of our faith in God through Jesus, in its most basic form.

Design



ACTION

The Loan and Grant Fund was continued, however, the discontinuation of interest charges as of January 1, 1989;

ACTION:

Permission was granted for Clemmons Presbyterian Church to enter into an Easement Agreement with the Utilities Company;

ACTION:

The necrology for Pastors and Elders of Presbytery is to be held annually at the April Meeting of Presbytery;

ACTION:

The Sacrament of the Lord's Supper will be celebrated at all stated meetings of Presbytery for two years.

SERVICE OF RECOGNITION OF THE HONORABLE RETIREMENT OF WILLIAM C. RHODES, JR.

The Presbytery joined in a Service of Worship and Recognition of the Honorable Retirement of William C. Rhodes, Jr.

LUNCH

The Presbytery recessed for lunch at 12:30 P.M. and was led in Prayers of Thanksgiving by Jerrold Shetler.

FRIDAY AFTERNOON SESSION

The Presbytery reconvened at 1:55.

COORDINATING COUNCIL REPORT (Cont'd.)

ACTION:

The Committee on Women of Color was established and the following description of Purpose, Responsibilities, Membership, Lodgement Within Salem Structure, and Budget was approved as amended:

THE COMMITTEE OF WOMEN OF COLOR
PROPOSAL FOR SALEM PRESBYTERY

PURPOSE

The goals of the Committee of Women of Color of Salem Presbytery will be:

1. To advocate and intentionally work for full participation of women of color in the life of the church.

2. To be an interpreter and an advocate for the concerns of women of color.

3. To build a consciousness raising network within Salem Presbytery.

4. To promote leadership training events for Women of Color and to encourage scholarship support to enable participation.

5. To identify, educate and stimulate action by Women of Color on relevant ecclesiastical and justice issues.

6. To be prepared to exercise leadership within Women of Color groups.

RESPONSIBILITIES

This committee will be responsible for planning and implementing activities that will fulfill the purpose as stated by doing the following:

1. Providing a means for encouraging and enhancing the full participation of Women of Color in the decision making processes for Salem Presbytery.

2. Supporting the mission of Salem Presbytery by addressing the concerns of Women of Color and by coordinating Women of Color ministries.

3. Providing support networks for women of color as they seek to make contributions to the life of the Presbytery.

4. Working with other women's groups in the Presbytery.

5. Providing representation at various denomination, ecumenical and secular events.

6. Participating in women's leadership events in the Presbytery.

MEMBERSHIP

The following are membership guidelines:

1. That the Committee (CWC) be composed of nine members (racial ethnic women).

2. That members of the Committee be nominated by the Presbytery Nominating Committee and elected by the Presbytery. The term of office shall be the same as that for other Presbytery committees.

3. That the Presbytery Nominating Committee nominate the chairperson from the membership.

4. That resource persons (with voice, but no vote) include

   a. One advisor from each of the following groups

      1. Justice for Women (when organized)
      2. Presbyterian Women
      3. Women Employed by the Church (when organized)

LODGEMENT WITHIN SALEM STRUCTURE

1. That Women of Color be a committee of Presbytery.

2. That Women of Color report directly to Presbytery through the Division of Church in the World and the Presbytery Council.

3. That CWC be related to other presbytery entities through linkages and staff responsibilities. These Presbytery entities shall include, but not be limited to, Justice for Women, the Committee on Representation.

BUDGET

The Committee would become a part of the Presbytery budget with funds being provided for the following types of activities.

A. ADMINISTRATION

   1. Full committee meetings (projected two per year or the same number as other presbytery committees)

   2. Secretarial Support as needed

   3. Other - to include telephone, postage, duplication, and supplies.

4. Speakers and consultants for events planned by the committee.

B. MISSION

1. Participation in Advocacy events -- scholarship Presbytery Committees)

2. Leadership Training events

3. Developing local church Women of Color Committees

4. Networking

5. Resourcing

6. Expenses for attendance at Synod level meetings and events

7. Publicity/Brochures, etc.

8. Ecumenical involvements (er. Church Women United)

Estimated yearly expenses: $2,500

CHURCH DEVELOPMENT DIVISION REPORT
Don Hart, Moderator

The Church Development Division is beginning its work in this vital area of Presbytery's life. The Evangelism Committee has gotten off to a quick start. It has met several times during the past months and has attempted to define how best we can be of help to local churches in carrying out their evangelism program. The Small Church and Church Development Committees have just gotten word of the appointment of their membership and will be underway soon.

The Transitional Mission Task Force carrying over from 1988 sponsored the Celebration of Mission at First Presbyterian Church in Winston-Salem on May 10. There was good response from more than a hundred who attended. The Reverend Mr. Gary Demarest, Associate Director for Evangelism of the General Assembly Evangelism and Church Development Ministry Unit, Ms. Ervin Bullock, Peace

Enabler for Arkansas Presbytery, and Ms. Murphy Davis, Co-founder of the Open Door Community in Atlanta were the featured speakers and workshop leaders.

Evangelism Committee members will attend Evangelism Conference in Montreat on July 4-8 and at the Columbia Seminary on July 10-14. It is the hope of the Committee that the people attending these conferences will be able to help local churches in carrying on their evangelism programs.

Accompanying this packet is an evangelism Survey which the Evangelism Committee requests be completed and returned either at the June Presbytery Meeting or by mail to:

Evangelism Committee
P. O. Box 1763
Clemmons, NC 27012

Your prompt response will be appreciated.

Council recommended the approval by Presbytery of the Hunger Committee proposals concerning continuing partnerships in Zaire and Ghana through 1992 and the Guidelines For The Use of Restricted Hunger Funds.

POLICIES ON REIMBURSEMENT

The Council of Salem Presbytery has dialogued and debated over several issues concerning reimbursement of Presbytery members participating in Presbytery sponsored events. We are concerned with exercising stewardship in program planning and administrative expenses. Council has sought to explore such issues as determining what constitutes hardship cases, Christian Educators' expenses, workshop participants' planning time, and other areas which do not represent ordinary circumstances. Although Council has not debated fully the gray areas of most of these issues, we felt the need to offer preliminary recommendations that represent and attempt to be responsible stewards.

Presbytery considered and approved the following recommendations of Council as Salem Presbytery policies:

ACTION:

Ordinarily meals are considered an individual's responsibility unless an overnight meeting is scheduled. The cost of overnight accommodations also are ordinarily borne by individuals unless the committee's schedule precludes returning home overnight.

ACTION:

Presbytery tabled the following recommendation until its October meeting.

That honorariums for leaders from Salem Presbytery at Presbytery sponsored events not be paid. (Due to "Pathways to Leadership" planning having previously been completed prior to this recommendation, Council requests that this event not be included in this policy in 1989.

BLACK CAUCUS

Catrelia Hunter of the Black Caucus presented Dr. James Reese, Director of the Racial Ethnic Ministry Unit of the General Assembly. Dr. Reese shared a black perspective on the Bicentennial of the Presbyterian Church (U.S.A.).

CONGREGATIONAL LIFE DIVISION

Plans for the "Pathways To Leadership" event were presented.

HUNGER COMMITTEE
George Carpenter, Moderator

The Hunger Committees from Salem and New Hope Presbyteries met at Camp New Hope on Tuesday, May 2, 1989 resulting in the following recommendations which were made to be forwarded to the respective councils. Presbytery considered and approved:

ACTION:

Continuation of shared hunger ministry partnerships in Zaire and Ghana through 1992 with the following Guidelines:

a. Hunger Committee Moderators of both Salem and New Hope Presbyteries will alternate responsibilities annually for joint committee functions;

b. International funds will be channeled to PCUSA treasurer through each presbytery.

c. Hunger committees will identify administrative, education, and promotional responsibilities and delegate responsibilities to assure continuity and effective committee functions;

d. The moderator of Salem Presbytery Hunger Committee will serve as the contact person for the Ghana partnership, and the moderator of New Hope Presbytery Hunger Committee will serve as contact person for the Zaire project, and the two moderators will be in communication with one another and assure the information is shared with the respective committees.

e. CCS (Zaire project) Board members and Ghana Consultation representatives will ordinarily be representatives of both presbyteries;

f. A joint sub-committee will exist for each of the international partnerships with representatives from both Salem and New Hope Presbyteries.

The Committee recommended and Presbytery approved the following Guidelines:

SALEM PRESBYTERY
GUIDELINES FOR THE USE OF RESTRICTED HUNGER FUNDS

1. GOALS:

   a. Projects shall be directed at benefiting hungry or malnourished people, and/or encouraging their participation in planning and implementing projects.

   b. Domestic projects: While first consideration will be given to new projects, expanding projects, and emergency situations, the Hunger Committee will consider grants for any on-going project providing food relief once the above priorities have been addressed.

   c. International Partnerships: Priority for partnerships will be expressed in developing long-term commitments with particular programs and churches abroad.

2. CATEGORIES: All grants for direct food aid or food-related projects/partnerships will be approved under the following categories:

   a. Domestic: To help start new projects; expansion of existing project; assistance to existing programs in emergencies or in special situations; assistance to continuing programs.

   b. International: Partnerships/projects recommended by appropriate Units of the Presbyterian Church (U.S.A.).

3. FORMULA FOR DISTRIBUTION:

International	60%
Domestic	35%
Education and Promotion	5%

4. Endorsement Required:

   a. Domestic: Recommendation by session of a local church. Local church involvement prior to funding is required. This involvement can be

either by direct sponsorship, or by projects in partnership with others. Ecumenical involvement is encouraged particularly when challenge grants or matching funds are utilized. Applicants must complete the application form provided by the Hunger Committee.

b. International: Recommended by the Presbyterian Church (U.S.A.) and approval of Salem Presbytery.

5. All domestic projects will be visited by the Hunger Action Enabler or a member of the Hunger Committee. In addition a representative from the project will be interviewed by Hunger Committee members designated by the Moderator of the Hunger Committee.

6. Domestic grants except for emergencies will be approved twice a year in March and October. In order to be considered for approval, applications must be received by the Hunger Committee a minimum of one month before the Hunger Committee meets to approve such grants (in February and September).

7. Project grants which remain unused within one year after date of receipt due to changing circumstances shall be returned to Salem's Restricted Hunger Fund.

8. Recipients of project funding shall report to the Hunger Committee at the end of the funding year on the use of funds and the effectiveness of the project.

9. Hunger Fund Expenditure Approval: for both Domestic and International grants the following policies apply:

   a. Expenditures of up to $1,000 require only Hunger Committee approval.

   b. Expenditures of $1,000 up to $5,000 must be approved by the Division of the Church in the World upon recommendation of the Hunger Committee.

   c. Expenditures of $5,000 and over must be approved by Presbytery Council upon recommendation of the Hunger Committee and the Division of the Church in the World.

10. Salem Presbytery's operating budget will fund the Hunger Action Enabler and Hunger Committee expenses.

11. Information and assistance needed to interpret information required is available through the Hunger Action Enabler (919) 766-3393.

DATE: MAY 31, 1989

2-CENTS-A-MEAL GIVING THRU MAY 31, 1989

CHURCH NAME	JANUARY	FEBRUARY	MARCH	APRIL	MAY	YTD TOTAL
ALAMANCE		278.20	145.65	248.77	149.04	821.66
ALLEN TEMPLE						.00
ASBURY						.00
ASHEBORO, FIRST						.00
BACK CREEK						.00
BAIRD'S CREEK						.00
BETHANY, GRAHAM		165.30	124.25	129.35	269.18	688.68
BETHANY, STATESVILLE						.00
BETHEL	20.00		113.65			133.65
BETHESDA, RUFFIN						.00
BETHESDA, STATESVILLE					50.00	50.00

BEULAH			31.50			31.50
BIXBY						.00
BOONE, FIRST	250.29	139.69	68.93	146.80	29.85	635.56
BOONEVILLE,FIRST						.00
BRENTWOOD						.00
BUFFALO		142.65	204.99	56.80	270.75	674.39
BURLINGTON, EAST		414.95				414.95
BURLINGTON, FIRST				123.70	143.20	266.90
CALVARY						.00
CAMERON						.00
CENTRE		181.25	195.59	103.17	309.90	789.91
CHURCH OF THE COVENANT						.00
CHURCH OF THE CROSS		44.32	8.00	47.05	44.42	143.79
CLEMMONS		69.51	129.05	144.71		343.27
CLEVELAND						.00
CLIO						.00
COLLINSTOWN						.00
COMMUNITY IN CHRIST				193.49		193.49
CONCORD, STATESVILLE				10.00		10.00
COOLEEMEE						.00
COVENANT, WINSTON-SALEM		37.44		139.12	30.87	207.43
CRESTWOOD						.00
CROSS ROADS						.00
DANBURY						.00
DELLABROOK						.00
DOGWOOD ACRES						.00
EBENEZER						.00
EDEN, FIRST		68.50	104.96	25.76	119.53	318.75
EDWARD WEBB MEMORIAL				79.28		79.28
EL BETHEL						.00
ELKIN		352.52	157.37	194.06	160.94	864.89
ELMWOOD				30.93		30.93
FAIRMONT			70.00		91.30	161.30
FAITH		63.40		66.54	23.72	153.66
FELLOWSHIP						.00
FIELDSTONE						.00
FIFTH CREEK						.00
FLAT ROCK	55.62		30.70	160.16		246.48
FOREST HILLS						.00
FOREST PARK		31.45		115.25	47.27	193.97
FRANCISCO						.00
FRANKLIN						.00
FREEDOM						.00
GLENDALE SPRINGS						.00
GLENWOOD			200.00			200.00
GRACE						.00
GRAHAM				183.55		183.55
GREENSBORO, FIRST						.00
GREENWOOD						.00
GRIERS						.00
GUILFORD PARK						.00
GULF		120.00				120.00
HARMONY				60.00		60.00
HAWFIELDS		92.50		113.33		205.83

HIGH POINT, FIRST	:	:	:	479.85:	504.85:	984.70:
HIGHLAND	:	:	:	382.00:	:	382.00:
HILLS	:	:	:	:	:	.00:
HOPE VIEW	:	:	:	:	:	.00:
IMMANUEL, CHINA GROVE	125.00:	:	:	:	:	125.00:
JAMESTOWN	:	116.86:	:	49.76:	53.78:	220.40:
JOHN CALVIN	:	121.76:	165.50:	346.43:	:	633.69:
JOYCE	:	:	:	:	:	.00:
KERNERSVILLE, FIRST	:	:	:	:	:	.00:
LANSING	:	:	:	:	:	.00:
LAUREL FORK	:	:	:	:	:	.00:
LEXINGTON, FIRST	:	:	1,699.03:	240.87:	:	1,939.90:
LEXINGTON, SECOND	:	:	:	:	:	.00:
LITTLE JOE'S	:	:	:	:	:	.00:
LLOYD	:	:	:	100.00:	:	100.00:
LOGAN	:	:	:	:	:	.00:
LOVE VALLEY	:	:	:	:	:	.00:
MADISON	:	10.28:	25.78:	29.45:	34.40:	99.91:
MEBANE	:	:	:	:	:	.00:
MEMORIAL	:	51.15:	90.94:	58.45:	116.55:	317.09:
MILTON	:	:	:	:	:	.00:
MOCKSVILLE, FIRST	:	390.75:	:	342.54:	:	733.29:
MOCKSVILLE, SECOND	:	:	:	:	:	.00:
MOORESVILLE, FIRST	:	:	:	213.10:	64.85:	277.15:
MOUNT AIRY, FIRST	:	:	:	:	:	.00:
MOUNT JEFFERSON	:	:	:	:	336.78:	336.78:
MOUNT TABOR	:	:	:	:	:	.00:
MOUNT VERNON	:	:	:	:	:	.00:
MT. VERNON SPRINGS	:	:	:	:	:	.00:
NEW CREATION COMMUNITY	:	:	:	:	:	.00:
NEW SALEM	:	:	:	:	:	.00:
NORTH WILKESBORO	:	400.79:	:	:	285.94:	686.73:
OAKLAND	:	:	:	:	:	.00:
OAKVIEW	:	:	:	:	:	.00:
OLD PROVIDENCE	:	:	:	:	:	.00:
OLD TOWN	:	:	:	:	:	.00:
PARKWAY	:	99.96:	182.52:	404.51:	328.56:	1,015.55:
PIEDMONT	:	:	:	:	:	.00:
PILOT MOUNTAIN, FIRST	:	:	:	240.64:	:	240.64:
PINE HALL	:	:	:	:	:	.00:
PINE RIDGE	:	:	:	:	:	.00:
PITTSBORO	:	:	:	:	:	.00:
PLEASANT GROVE	:	:	:	:	:	.00:
PROSPECT	:	356.87:	302.87:	339.48:	335.47:	1,333.89:
RANDOLPH	:	:	:	:	:	.00:
RED HOUSE	:	:	:	:	:	.00:
REID MEMORIAL	:	:	35.10:	:	:	35.10:
REIDSVILLE, FIRST	:	:	579.98:	429.38:	206.87:	1,215.43:
RIVERVIEW	:	:	:	:	:	.00:
RUMPLE MEMORIAL	:	:	:	:	:	.00:
SALISBURY, FIRST	:	1,337.51:	:	:	999.53:	2,337.04:
SALISBURY, SECOND	88.63:	183.31:	137.61:	119.47:	113.91:	562.93:
SANDY RIDGE	:	:	:	:	:	.00:

SEDGEFIELD	:	75.00:	117.17:	74.23:	69.40:	335.80:
SHADY SIDE	:	:	:	:	:	.00:
SHALLOWFORD	:	40.00:	:	36.00:	:	76.00:
SHILOH, BURLINGTON	:	:	:	:	:	.00:
SHILOH, STATESVILLE	:	:	:	:	:	.00:
SILVER CITY	:	:	:	:	:	.00:
SMYRNA	:	:	:	:	:	.00:
SOUTHMINSTER	:	:	:	:	:	.00:
SPARTA	:	:	395.12:	:	:	395.12:
SPEEDWELL	:	:	:	:	:	.00:
SPENCER	:	:	:	:	:	.00:
SPRINGWOOD	:	:	:	:	:	.00:
ST. ANDREWS	:	:	:	60.60:	178.29:	238.89:
ST. JAMES	:	:	:	:	:	.00:
ST. PAUL, GREENSBORO	:	:	:	:	:	.00:
ST. PAUL, HIGH POINT	:	:	:	:	:	.00:
STARMOUNT	:	:	787.06:	95.99:	418.15:	1,301.20:
STATESVILLE, FIRST	:	208.60:	:	80.11:	110.45:	399.16:
STONEVILLE	:	:	:	50.00:	:	50.00:
STONY CREEK	:	:	:	:	:	.00:
TABOR	:	:	:	:	204.60:	204.60:
TAYLORSVILLE	:	253.83:	88.84:	80.47:	:	423.14:
THIRD CREEK	: 18.96:	:	18.98:	4.07:	25.00:	67.01:
THOMASVILLE, FIRST	:	292.49:	:	283.90:	:	576.39:
THYATIRA	:	:	:	:	:	.00:
TRINITY, BURLINGTON	:	:	:	:	:	.00:
TRINITY, WINSTON-SALEM	:	79.75:	97.92:	:	:	177.67:
TRINITY UNITED	:	:	:	:	:	.00:
UNITY, WOODLEAF	:	:	200.03:	:	162.31:	362.34:
VANDALIA	:	:	:	:	:	.00:
WENTWORTH	:	:	:	:	:	.00:
WESTMINSTER	:	:	:	1,385.06:	:	1,385.06:
WESTVIEW	:	:	:	:	:	.00:
WHISPERING PINES	:	:	:	33.00:	:	33.00:
WINSTON-SALEM, FIRST	:	:	:	123.11:	:	123.11:
YADKIN	:	:	:	:	:	.00:
YADKINVILLE	:	:	:	:	:	.00:
YANCEYVILLE	:	:	:	:	:	.00:
	:	:	:	:	:	.00:
TOTAL	: 558.58:	6,139.79:	6,508.29:	8,454.09:	6,288.06:	27,948.81:

ACTION:

Presbytery approved the forwarding of the Grant Proposal for funding for a Hunger Action Enabler to the Presbyterian Hunger Program and Synod of the Mid-Atlantic.

BUDGET AND FINANCE COMMITTEE REPORT
Don Lannon, Moderator

Willie Garvin reported.

STAFF On May 15, 1989, Ms. Willie Garvin began her work as Presbytery Associate for Finance and Business Affairs/Treasurer. She has been busy becoming familiar with the new organization and the jumble of problems associated with budgeting and finance.

CONCORD AUDIT RECEIVED The 1988 audit of Concord Presbytery has been received and is available at the Presbytery Office.

NEW COMPUTER After struggling for five months with the malfunctioning computer from Concord Presbytery, it was decided to purchase a new computer for the finance office. With the advice of some lay people in the Presbytery, an IBM compatible with a modem and a hard disk and tape backup was purchased and has been installed. A second similar computer was also purchased for use by other staff members.

SOFTWARE PROBLEMS CONTINUE The Presbyterian Information Management System (PIMS) which was purchased for use by the Presbytery is still not reliable. Finally, after repeated attempts by the support company to correct the problems, the system is slowly beginning to show signs that it might work, but there are many bugs to be exterminated. With the new computer and continuing help from the support company, it is hoped that the problems will soon be corrected. In the meantime, we will be doing the books manually.

TRANSITION CONTINUES Transition into a new Presbytery continues but at a slower pace. The antecedent Presbyteries have divided their assets and delivered them to the new Presbyteries. There are still many matters which must be resolved between the new Presbyteries before the transition can be considered completed. We are negotiating with New Hope and Western North Carolina Presbyteries concerning the apportionment of expenses incurred since January 1989. We hope that by the next meeting of Presbytery, we will be able to give an account of the status of the transitional funds.

ACCEPTANCES FALL SHORT OF ASKINGS To date the acceptances by the churches for the 1989 Budget amount to $1,970,359 against a budget of $2,100,000. This leaves a shortage of $129,641. A suggested revision to the Budget will be distributed at the meeting of Presbytery.

RECEIPTS SLOW COMING IN With acceptances of $1,970,359 we should have received $820,983 through May. Actual receipts have only been $606,258 leaving a shortage of $214,723. Churches are encouraged to bring their contributions up to date.

DESIGNATED GIVING CONCERNS When a church's per capita assessment and designated giving to General Assembly causes are added together and divided by the total given by the church, this amount sometimes exceeds the amount which the Presbytery has designated for Assembly causes. (Currently 30.6%) This means that the Presbytery ends up with a shortage of funds for Presbytery designated causes. Twenty-nine churches have fallen in this category for 1989. This leaves the Presbytery with a shortage of $13,169.

FINANCIAL MATTERS A complete and current Financial Statement was distributed.

NOMINATING COMMITTEE REPORT

Malcolm Bullock reported. Presbytery named the following persons to its committees.

Presbytery Council
'89 - Jim Grant
'91 - Chip Steele

Spiritual Formation and Enrichment
'89 - Terry Lashley
'89 - Mary Smith

Committe on Ministry
'89 - Ester Preston
'89 - Robert Stevenson

Preparation For Ministry
'89 - David Daniel
'90 - _____
'91 - _____

Examinations
'91 - Russell Ward

Professional Development
'89 - Larry Freeman
'89 - Allen Morrison
'90 - _____
'91 - _____

Permanent Judicial Commission
'89 - _____

Evaluation and Goals
'89 - Doug Aiken
'89 - _____
'91 - Darlene Young

Representation
'89 - Dorothy Mintz
'89 - June Jones
'89 - _____
'89 - _____
'90 - Tom Vinson
'90 - Clare Morehead
'90 - _____
'91 - Bill Wrenn
'91 - Martha Smith
'91 - _____

Educational Ministry
'89 - Martha Young
'90 - John Brearley
'91 - Donna Chase

Leadership Development
'89 - Paul Ridolfi
'89 - _____
'89 - _____
'90 - _____
'91 - Emmett Bringle

Stewardship Education
'89 - Charles McKee
'89 - Dr. Balsey
'89 - Marian Cameron
'90 - _____
'91 - Julius Fulmore

Worship and Music
'89 - Claire Holt
'89 - Curtis Patterson
'89 - Jim Rissmiller
'90 - Margaret Marks
'91 - Margaret Gill

Resource Centers
'89 - Frank Carter
'89 - _____
'91 - Pat Scheible

Fellowship and Recreation
Need 3 Class '89,
2 Class of '90
3 Class of '91

Hunger
'89 - Ella Mae Phelps

Social Justice
'89 - Gray Clark
'89 - Robert McBride
'90 - _____
'91 - Richard Wharton
'91 - Ginny Sobert-Rhyne

Criminal Justice
'89 - _____
'89 - _____
'89 - _____
'90 - Guy Hunt
'90 - _____
'91 - Alvis McAlexander
'91 - _____

International Missions
'89 - Robert Yoder
'91 - Philip Pogue

Ecumenical Relations
'89 - _____
'89 - _____
'89 - _____
'90 - _____
'91 - Addison Hill
'91 - _____

Racial Ethnic
'89 - Carolyn Brockmann
'89 - Frances Houston
'89 - George Ploger
'90 - Harry Hamilton
'91 - Lib Lanier

Women's Ministry
'89 - Lovie McBryde
'89 - Margaret Eckerd
'89 - Muriel Ward
'91 - Margaret McKnight
'91 - Jackie Wilson

Higher Education
'89 - Jim Allen
'89 - Doris Betts
'89 - George Neel

Outdoor Ministry
'89 - David Anderson
'89 - Charles England
'90 - Kathy Carpenter
'90 - Robert Thaxton
'90 - Fred Poetzinger
'91 - Reggis Blackburn
'91 - Phiefer Johnson

'89 - _____
'89 - _____
'89 - _____
'90 - Ada Settles-Brown
'91 - Pat Robinson
'91 - Park O. Williams

Youth Ministry
'89 - Marvin Norman
'90 - Lucille Batts-Little
'91 - John Edwards

Singles Ministry
'89 - Nancy Terry
'89 - Mary Lou Lee
'89 - _____
'91 - Katy Reed

Adult Ministry
'89 - Jack Marshall
'89 - Steve Fogarty
'89 - _____
'89 - _____
'90 - Elaine Button
'90 - Whit East
'91 - Joanne Hull
'91 - _____

Children's Ministry
'89 - Becky Lee-Andrews
'89 - Audrey Robinson
'89 - _____
'90 - Darryl Ray
'90 - _____
'91 - Eleanor Wilson

Budget and Finance
'90 - Don Mimbs
Don Lannon was elected Moderator

Communications
'89 - Lee Alma Vaughn
'89 - Lovie McBryde
'89 - Robert Lloyd
'90 - David Lee-Andrews
'90 - Julian Friday
'91 - Col. Henry F. Murray
'91 - Julius Fulmore
'91 - _____

Personnel
'91 - _____

Evangelism
'89 - Molly Morgan

Small Church Development
'89 - Shelia Wright
'89 - James Miles
'89 - Phyllis Chambers
'91 - Fred Cundiff

Church Development
'89 - Virginia Mott
'89 - Bill Sosebee
'89 - Bonnie Burkett
'90 - Marilyn Scales
'91 - Betty Hankins

EVANGELISM COMMITTEE
David Nash, Moderator

David Nash, moderator, reported on the committee's program. He asked local churches to invite the Evangelism Committee to assist them with their evangelism.

PEACEMAKING COMMITTEE PRESENTATION

Frank Dew reported activities of the Peacemaking Committee. He led the Presbytery into a peacemaking activity.

PROGRAM FAIR

At 5:00 the Presbytery moved to a room where the work of the committees was displayed. The Fair enabled presbyters to see the work of he entire presbytery, and to meet the committee members.

DINNER

At 5:30 the Presbytery recessed for dinner.

FRIDAY EVENING SESSION

The Presbytery was reconvened at 7:00 P.M. by the Moderator.

YOUTH MINISTRY COMMITTEE
Fred Coates, Moderator

After approval of a funding plan and selection procedure by the Coordinating Council on May 4, 1989, the Youth Ministry Committee began soliciting nominations from the presbytery's churches for youth and adult delegates to attend the 1989 Youth Triennium to be held at Purdue University on July 22-27.

Twenty (20) persons responded by the deadline. All nominees were recommended by their local minister/DCE/Clerk of Session and approved by their local church session.

Since the response was less than the total allotment of thirty-seven (37) delegate slots to Salem Presbytery, all applications were approved, all nominees were invited to register for the Triennium (one slot was retained for an as yet to be named advisor*) and the remaining delegate slots were released for use by other presbyteries.

Below is the list of delegates as of June 20, 1989. Last minute changes of plans may necessitate substitutions or cancellations.

Last Name	First	Home Church	Age	Sex	
Ayres	Jennifer	FPC - Asheboro	17	F	
Campbell	Edward	Reid Memorial (Mooresville)	26	M	Advisor
Campbell	Tori	Reid Memorial (Mooresville)	15	F	
Gammon	Casey	Greenwood (Reidsville)	16	F	
Gaylor	Virginia	Covenant (Winston-Salem)	16	F	
Heaggans	Tyrone	Mt. Tabor (Cleveland)	16	M	
Jackson	Jill	Greenwood (Reidsville)	18	F	
Jordan	Mark	Prospect (Mooresville)	23	M	Advisor
McCutchan	Nicole	Highland (Winston-Salem)	17	F	
Midkiff	Tiffany	Flat Rock (Flat Rock)	15	F	
Patterson	Kimmy	Greenwood (Reidsville)	18	F	
Phifer	Kendra	St. Paul (High Point)	17	F	
Scheboth	Karen	Greenwood (Reidsville)	30	F	Advisor
Sharpe	Danny	Greenwood (Reidsville)	29	M	Advisor
Smith	Thea	Reid Memorial (Mooresville)	15	F	
Stone	Melanie	FPC-Asheville	18	F	
Teeter	John	Prospect (Mooresville)	15	F	
Troutman	Karen	FPC-Asheboro	15	F	
Walker	Heather	FPC-Asheboro	17	F	
Watson	Allyson	Highland	17	F	

*One more female advisor is needed according to the Triennium guidelines. The committee is actively recruiting volunteers.

ACTION:

Presbytery urged its churches to remember these youth and adult delegates in prayer, especially during their trip, July 21-28, asking God to use the Triennium experience to deepen their faith and commitment to Jesus Christ, the Church and its work.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

1. The committee has held regular meetings on April 11, May 2, May 23, and an annual consultation meeting with inquirers and candidates on May 27. SUMMER MEETINGS WILL BE AT THE PRESBYTERIAN CHURCH OF THE COVENANT ON JUNE 27 AND AUGUST 1, BOTH AT 3:15 P.M.

2. The committee has been hard at work in developing the policies and materials that will enable it to function effectively, supportively, and personally in its dealings with inquirers, candidates and sessions who are involved in the preparation process. As soon as possible the essentials of these policies will be communicated to the presbytery.

3. On May 27 the committee hosted an annual consultation meeting to which all inquirers and candidates were invited. Present were inquirers Steve Hannah, Alan Paschal, and Betty Sue Sherrod; and candidates Carol Dyson, Martha Anne Fairchild, Robert Jeffords, Carl Manuel, Steve Snipes, Robert Messick-Watkins, Shannon White, and Alan Wright. Also present to help the participants to understand the present situation of the PC (USA) and its personnel system, as well as to discuss challenges and opportunities for its ministers, were our Executive Presbyter, John Handley, pastors Harold Fuller and Ivan Lowery, and UNCG campus minister, Barbara Dua. The committee is most grateful to these helpers, to the inquirers and candidates themselves, and to the Highland Presbytery Church (our hosts) for making this a most successful meeting. It greatly helped the committee members form a clearer picture of the shape and importance of our responsibilities.

4. The committee encourages all pastors and sessions to be in contact with us through a committee member or through Z. Holler, Moderator, concerning any persons who express an interest in preparation for ministry - especially if they are considering entering into the inquiry/candidacy process. The whole procedure is a lot more complicated than it used to be. It is also more thorough, and in the long run should prove more helpful. But it requires the sort of coordination between the individuals, sessions and presbytery that can best be carried out smoothly if the committee is contacted at the very beginning. So call on us. We want to help.

5. The committee is pleased to recommend that Betty Sue Sherrod, an inquirer from the First Presbyterian Church, Winston-Salem and a student at Louisville Presbyterian Theological Seminary, be examined and enrolled as a candidate for the ministry under care of Salem Presbytery in accord with the Book of Order 14.0305e,f,g.

ACTION:

Ms. Betty Sue Sherrod was examined and enrolled as a Candidate for the Ministry of Word and Sacrament under care of Salem Presbytery.

REPORT OF SYNOD COMMISSIONERS

Elijah Freeman and Margaret Marks spoke briefly on the meeting of the Synod of the Mid-Atlantic which was held at Old Dominion University in Norfolk, Virginia, May 21-22, 1989.

REPORTS OF THE GENERAL ASSEMBLY COMMISSIONERS

Commissioners to the 201st General Assembly, recently concluded in Philadelphia, Pennsylvania, reported to the Presbytery. Those reporting were Elder Gladys Bailey, Minister Clyde Cook, and Elders Clayton Davidson and Marge Monroe.

BICENTENNIAL WORSHIP AND COMMUNION

Presbytery was led in worship by David Partington, Donald Armitage and Jane Reese, Director of the Racial and Ethnic Ministry Unit of the General Assembly Karen E. Pearson, pastor of the Allen Temple Presbyterian Church in Cleveland, and Freedom Presbyterian Church in Statesville, preached a sermon entitled "Increasing the Yield" from I Corinthians 3:1-9.

ADJOURNMENT FOR THE EVENING

Presbytery adjourned for the evening following worship and an ice cream social, courtesy of Lees-McRae College.

SATURDAY MORNING SESSION

At 8:45 A.M., the Presbytery divided into three sections to hear sermons by Candidates for Ordination J. William Black, Robert Alvin Bryant, and Steven Alan Snipes.

EXAMINATIONS COMMITTEE (Cont'd.)
G. Woody Alexander, Moderator

The Examinations Committee recommends to the Presbytery three candidates for ordination. Prior to the meeting of the Presbytery, the committee has reviewed their academic transcripts, sermon and exegesis, Credo (statement of faith) Personal Information Form, the denomination exam papers in Bible, Theology, Polity, Worship and Sacraments as well as an oral exam in the above categories which lasted one and one-half hours for each candidate and/or transferring minister. All of these matters are found in order and we present them for the floor exam and preaching of the sermon.

RECEPTION OF J. WILLIAM BLACK

ACTION:

The Presbytery approved the committee and floor examination of J. William Black.

a. J. William Black is a candidate of the Presbytery of Eastern Virginia and a member of Kempsville Presbyterian Church, Virginia Beach, Virginia. He has earned a B.A. degree from Duke University and a M.Div. from Gordon-Conwell Theological Seminary. Mr. Black seeks ordination so that he may accept the call to the Pine Ridge and Hills Churches.

b. Presbytery approved the Sermon, "What Sort of Man Is This" from Matthew 8:23-27 preached by Mr. Black.

c. A certification of satisfactory grades in the five areas covered by the Presbyteries' Cooperative Examinations for Candidates was accepted by Presbytery.

d. Mr. Black's credo (statement of faith) which follows, was approved.

My parents attended a Presbyterian Church when I was growing up, and I had the great benefit of some excellent Sunday School teachers who exposed me to the Bible and taught me about Jesus. Our church had a gifted preacher, and when I became old enough to pay attention and understand what he was saying from the pulpit, I was amazed at how relevant the Bible was to my life. As I got involved with the youth group, I was deeply challenged by the fact that many of the leaders and participants experienced a reality--forgiveness that the resulting gratitude and joy, peace with God and assurance of salvation, and a day-to-day relationship with God through Christ--that I had never known. When, at a communicants' class retreat, my pastor explained to us more fully who Christ was and what he had done for people like me, that I too could be forgiven and could be reconciled with God, that God was in fact eager for me to turn to him and would help me reorient my life around his priorities, I believed the gospel and was baptized, and took the first steps of that pilgrimage that continues today.

As I have grown in grace and studied the Scriptures, the following assumptions have instructed my faith and served as foundation stones for my life and ministry. The Bible, having been inspired by the Holy Spirit, is uniquely God's self-disclosure to humanity and the revelation of God's redemptive purpose in Christ. As such it is both wholly trustworthy and fully authoritative. There is one and only one God, who is revealed as triune. That is to say, the one God exists eternally in three persons--the Father, the Son and the Holy Spirit. Humanity, though bearing God's image and created for special service to God, has nonetheless through disobedience, rebellion and idolatry become completely alienated from God. As God's enemies, people face separation from God forever. But God, in great love and mercy, has bent human history to his redemptive purpose, culminating in the coming of Jesus of Nazareth, God incarnate. After perfectly fulfilling God's law, Jesus, by his death on the cross, offered himself as an atoning sacrifice for all whom he would save, taking upon himself their sin and thereby making reconciliation with God possible. Jesus rose again bodily from the dead and ascended into heaven. God now gives the gift of the Holy Spirit to his people to apply the redemption won by Christ. The Spirit also gathers communities of believers to be Christ's Church, and empowers them, individually and corporately, to reflect the love and character of Jesus into the world and to continue his ministry and the advance of his rule to the ends of the earth. Jesus will come again to consummate his victory over God's enemies, to save those who trusted in him and to condemn those persisting in rebellion, finally leading his people into God's eternal Kingdom where he shall reign forever.

Believing these things as I do and having begun to experience their reality in my own life, I feel called, indeed joyfully compelled, to be a minister in Christ's Church. I feel profoundly the call to preach, so that others might hear the good news and that God's people be led into a deeper experience and more consistent expression of Christian discipleship. And I feel profoundly the call to serve--to help those who hurt or grieve, to pray, to model, to lead, and to equip God's people that they might better fulfill God's calling for their lives.

ACTION:

Salem Presbytery received J. William Black into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission from Norfolk Presbytery.

b. The Presbytery approved the establishment of a pastoral relationship between Mr. Black and the Hills and Pine Ridge Presbyterian Churches effective July 1, 1989; the following terms of call from the Hills and Pine Ridge Presbyterian Churches were approved; and the call was ordered placed in his hands.

Hills

Annual Salary	$ 9,102
Housing & Utilities Allowance	2,962
Social Security Equiv.	771
Pension & Ins.	2,952
Continuing Ed./Books	375
Automobile Allowance	1,050
0Moving Costs	1/2 Total
Four Weeks Vacation	
Two Weeks Study Leave	

Pine Ridge

Annual Salary	$ 9,102
Housing Allowance	2,962
Social Security Equiv.	771
Pension & Ins.	2,952
Continuing Ed./Books	375
Automobile Allowance	1,050
Moving Expenses	1/2 Total
Four Weeks Vacation	
Two Weeks Study Leave	

c. The following Administrative Commission was appointed to install Mr. Black as the Pastor of the Hills and Pine Ridge Presbyterian Churches on August 27, 1989, at 6 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Linda Blessing	Preside & Propound the Constitutional Questions	Minister
Ed Henegar	Preach the Sermon Charge the Minister	Minister
Jim Mauldin	Charge the Congregation	Minister
Patricia Joyce		Elder
Howard Shawn Hunter		Elder
Alvis McAlexander		Elder
Ledia Eads		Elder
Stanley Voth		Minister

Ed Henegar of the New Hope Presbytery was invited to sit with the commission and preach the sermon.

d. Mr. Black was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

RECEPTION OF ROBERT ALVIN BRYANT

ACTIONS:

Presbytery approved the committee and floor examination of Robert Alvin Bryant.

a. Robert Alvin Bryant is a candidate of the Presbytery of South Louisiana and a member of Norwood Presbyterian Church, Norwood, Louisiana. He holds the B.S. Degree from Virginia Polytechnic Institute and State University and a M.Div. from Union Theological Seminary in Virginia. Mr. Bryant seeks ordination so that he may be installed as Pastor of the Cross Roads Presbyterian Church, Mebane, N. C.

b. Mr. Bryant's sermon, "More Than Conquerors", from Romans 8:31-39 was approved.

c. Certification of satisfactory grades in the five areas covered by the Presbyteries' Cooperative Examinations for Candidates was accepted.

d. Mr. Bryant's credo (statement of faith) which follows was approved.

God is the Creator, Governor, and Redeemer of heaven and earth. All of creation is an act of God and a constant witness to God's activity in the world. Because God is the author of all life, all life owes its existence to God. The created order is a gift from

God and is to be treated as such. God's activity is known because God has chosen to reveal Godself to the creation. Although nature, history, and conscience all bear witness to God's activity, a saving knowledge of God is known only through God's self-disclosure in the decisive and final revelation of God and God's promises in Jesus Christ.

Human beings are creatures formed in God's image and called to be in relationship with God and each other. All of us are unique, unrepeated miracles of God, blessed with special talents. We are also finite creatures with a propensity for satisfying our own selfish desires. Disobeying God's command to trust him in all things, we repeatedly seek to be our own masters. We belong to a humanity that is in rebellion, alienated from God and from each other. Sin affects our entire being, infiltrates our relationships with others, and permeates the structure of society.

In Jesus Christ, God proclaims his love and mercy for a rebellious humanity. God frees people from sin and death through faith in Christ. In the life, death, and resurrection of Jesus, we discover who God is, and likewise, we discover what it means to be human. In Christ, we are freed from the creaturely powers we had given ourselves over to, and our eyes and hearts are opened to the truth that our final destination is affected only by the power of God. And since no creaturely power can separate us from God's love, and we ourselves are creatures, then finally our own repeated and limitless rebellion against God is conquered. God saves us from our last and greatest enemy, ourselves. It is not our love and devotion that keeps us in relationship with God; it is God's love for us shown through Christ and experienced through the Holy Spirit.

As the church, we receive our life, faith, and unity from Christ who is present with us in both Spirit and Word. God calls the church into being and provides all that is needed to achieve its mission in the world. The church represents Christ and his kingdom to the world. It is also an instrument of God for fulfilling his purposes in the world. The church is a worshipping community that responds in joy and praise to God's creating, governing, and redeeming activity in the world.

The Bible is the written record of God's promises, commandments, and special revelation. It is God's word, and is a fully reliable guide for our faith and practice. Prayerfully read through the spectacles of faith and interpreted with reference to Scripture, the Bible is a means of grace that reveals God and God's will for creation.

ACTION:

Salem Presbytery received Robert A. Bryant into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission for Mr. Bryant from the Presbytery of South Louisiana.

b. The Presbytery approved the establishment of a pastoral relationship between Mr. Bryant and the Cross Roads Presbyterian Church effective July 1, 1989; the following terms of call from the Cross Roads Presbyterian Church were approved; and the call was ordered placed in his hands.

Annual Salary	$16,000
Utilities Allowance	3,200
Social Security Equiv.	1/2
Pension & Insurance	Provided
Continuing Ed./Books	600
Automobile Allowance	.21 per mile

Four Weeks Vacation
Two Weeks Study Leave

c. The following Administrative Commission was appointed to Install Mr. Bryant as Pastor of the Cross Roads Presbyterian Church on August 6, 1989, at 4:00p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
David Nash	Preside & Proupound Constitutional Questions	Minister
David Whiteley	Preach	Minister
Neel Fleming	Charge the Minister	Elder
Rocky Ward	Assist in Worship	Minister
A. B. Plexico	Declaration of Ordination	Minister
Gene Anderson	Questions to Congregation	Elder
John Truitt	Charge the Congregation	Minister
Kevin Channel	Assist in Worship	Minister

David Whiteley, a member of the Presbytery of the James, and Kevin Channel, a member of Shenandoah Presbytery, were invited to sit with the Commission and preach and assist in worship respectively.

d. Mr. Bryant was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

RECEPTION OF STEVAN ALAN SNIPES

ACTIONS:

Presbytery approved the committee and floor examination of Stevan Alan Snipes.

a. Stevan Alan Snipes is a candidate of Salem Presbytery and a member of the North Wilkesboro Presbyterian Church. He has a B.A. degree from Appalachian State University, Boone, N. C. and a M.A.T.S. and a M.Div. from Columbia Theological Seminary, Decatur, Georgia. His most recent professional services have been in counseling for a Mental Health Center and Director of Christian Education at North Wilkesboro Presbyterian Church.

b. Mr. Snipes' sermon entitled, "On Honoring God", from II Timothy 1:3-14 was approved.

c. A certification of satisfactory grades in the five areas covered by the Presbyteries' Cooperative Examinations for Candidates was accepted.

d. Mr. Snipes'credo (statement of faith) which follows was approved.

I believe in God, Creator of the world and its creatures. We know God through the Scriptures as Father, Son, and Holy Spirit. God provides richly for creation. As part of creation, persons belong to God who loves us and provides our daily needs. God expects our love and obedience.

I believe in God, Redeemer of the world and its creatures. Although creation is good, we willingly disobey God and fall short of God's expectation. Sin penetrates humanity so thoroughly that we cannot free ourselves from its power. Sin is overcome only by God's gracious love shown in the redeeming work of our Lord, Jesus Christ, God's son. Through him we are restored to God. This we do not deserve and cannot earn.

I believe in God, Sustainer of the world and its creatures. As God gave life, God continues to give newness to life, making possible for us lives which have meaning and purpose. We are called to be part of Christ's work, seeking redemption and reconciliation in the world. Holy Spirit guides and empowers us, the Church, to carry out this mission toward the goal that every knee shall bow and every tongue confess that Jesus Christ is Lord, to the glory of God the Father.

ACTION:

Salem Presbytery received Steven A. Snipes into its membership by approving the following actions.

a. The Presbytery approved the establishment of a pastoral relationship as Associate Pastor between Mr. Snipes and the North Wilkesboro Presbyterian Church effective July 1, 1989; the following terms of call from the North Wilkesboro Presbyterian Church were approved; and the call was ordered placed in his hands.

Annual Salary	$18,205
Housing Allowance	5,924
Social Security Equiv.	1,541
Pension & Ins.	5,904
Continuing Ed./Books	750
Automobile Allowance	2,100
Four Weeks Vacation	
Two Weeks Study Leave	

b. The following Administrative Commission was appointed to install Mr. Snipes as Associate Pastor of the North Wilkesboro Presbyterian Church on August 16, 1989 at 7:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John M. Handley	Preside & Propound Constitutional Questions	Minister
Malcolm M. Bullock	Preach the Sermon	Minister
Charles J. Gowing	Charge the Minister	Elder
Jamie Pharr	Charge the Congregation	Minister
Robert C. Evans, Jr.	Lead in Worhsip and Prayer	Minister
Sharon Long	Prayer of Confession	Elder
Samuel R. Ogilvie	Old Testament Reading	Elder

Charles Gowing of the Presbytery of Greater Atlanta was invited to sit with the commission and charge the minister.

d. Mr. Snipes was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

RECEPTION OF ANN BROWNLEE JAHNES

ACTIONS:

Presbytery approved the Committee and floor examination of Ann Brownlee Jahnes.

a. Rev. Ann B. Jahnes is a member of New Hope Presbytery. She seeks the transfer to Salem Presbytery as a minister at large. Her most recent pastorate at Grifton Presbyterian Church was terminated in

1988 so that she could accompany her husband to High Point, N. C. as his job moved. She holds the B.A. degree from Rollins College, Winter Park, FLorida; a Diploma of Ecumenical Studies from St. Andrews University, St. Andrews, Scotland; M.Div. from Princeton Theological Seminary, Princeton, N. J.

b. Mrs. Jahnes' credo (statement of faith) which follows was approved.

Christian faith is a great joy and a challenge. To know Jesus Christ as Lord and Savior is a wonderful gift of the Holy Spirit, yet to follow Him demands personal decision and discipline.

The basis and the center of faith is the Word of God, and Jesus Christ our Lord is the Living Word. In the Christian life, our convictions are instructed by the witness of Jesus Christ through the Holy Scriptures. The Scriptures tell the story of the divine/human relationship: our creation, God's intentions for us, the trials of life, our rejections of God, God's judgement upon us, and our opportunities for forgiveness and renewal are recorded there. God's Divine Word reveals the ultimate truths which surpass and transcend human life and death.

God is our Creator, whose ongoing processes of new life are constant and continuous. The Creator's gift of life is grace, and we can be ever-amazed at the graceful kindness and correction, forgiveness, and opportunities for renewal which God grants us. God's providence is a guiding light which enables us to direct our lives according to divine intention for <u>shalom</u>: the health, happiness, and wholeness of all of creation. I believe we experience judgement when we are separated from the way of the Creator.

We know God through the life, ministry, death, and resurrection of Jesus the Christ, son of God, who is uniquely at one with God and with humanity. Christ suffers with us when life is tough and rejoices with us when life is great. Through Jesus Christ as mediator, we are assured forgiveness for our sins and promised a new hope. The love of Christ enables us to meet God, not in fear of retribution against our disobedience and selfishness, but with the welcoming anticipation of a child returning home.

God's Holy Spirit makes this love present everywhere. Its power indwells within our hearts and unites us as God's children, effecting our acknowledgement of truth and our capacities for compassion and service.

Sin grows from our free will. We are not puppets on a string, but responsible participants in the ongoing caretaking of our home, this earth, and in ministry to our friends and neighbors. We sin when we willingly reject these responsibilities, and when we contribute to divisiveness and hostility. I believe we suffer for our sings. The work of our Lord Jesus Christ empowers us, as Christians, to seek forgiveness all times and to carry forth with renewed devotion for better, fuller lives.

The Church is a gift of God, brought into being by the Holy Spirit. We are a community who acknowledges our Christian faith as distinctively and fundamentally the essence of human life in relation to God. We are called by Christ to gather together to praise and reaffirm our commitment to the triune God. Through our fellowship we are strengthened to carry out Christ's healing ministry. The Church finds its life sustained through the sacraments of baptism and the Lord's Supper. These were instituted by Christ himself to be effective vehicles for experiencing the real presence of Christ, and for celebrating and commemorating our redemption in Him.

The Kingdom of God on earth, for which Christ taught us to pray, is both a present reality and a future hope. We must face the realities of human suffering, oppression, and conflict, and face the truth that we live in the darkness of sin. And yet, we find divine purpose imbedded within the foundations of this world, and we can believe that where the love of Christ is, there the Kingdom of God will reign.

We can look forward to the promises of New Creation. The resurrection of Christ is our assurance of eternal life beyond death. In faith and hope, we confidently face the mystery of our final future, believing in New Life, unity, and fulfillment according to divine purpose.

ACTION:

Salem Presbytery received Ann B. Jahnes into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission for Mrs. Jahnes from the Presbytery of New Hope.

b. The Presbytery approved Mrs. Jahnes as a Member-at-Large. (She has moved with her husband to High Point. She is seeking a temporary or permanent pastoral relationship with one of our churches.

c. Ms. Jahnes was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

RECEPTION OF DENNIS JOHN SEBESAN

ACTIONS:

Presbytery approved the Committee and floor examination of Dennis John Sebesan.

a. Rev. Dennis J. Sebesan is a member of West Virginia Presbytery where he has been pastor of the First Presbyterian Church of Bluefield, West Virginia. He seeks admission to Salem Presbytery in order to be installed as Pastor of the Jamestown Presbyterian Church. Mr. Sebesan holds the A.A. degree in Accounting from Goldey Beacom Junior College, Wilmington, Deleware; the B.S. in Business Administration from East Carolina University, Greenville, N.C.; M.S. degree in Management from University of Arkansas, Fayetteville, Arkansas; the D.Min. degree from Union Theological Seminary, Richmond, Virginia.

b. Mr. Sebesan's Credo (statement of faith) which follows was approved.

I believe that Jesus Christ has revealed a God who is deeply concerned about, and involved in, our world. God has identified Himself with humanity in the person of Jesus of Nazareth, and has redeemed His children through the Cross and Resurrection. Jesus was actively involved in His community through a ministry of healing, forgiveness, and restoration. His ministry continues today through the ongoing work of the Holy Spirit.

The Holy Scriptures contain God's shocking and transforming self-revelation to humanity. The Bible is the inspired Word of God which speaks continuously to our needs and shortcomings. My personal faith is reflected in my weekly preaching which relates Biblical truth to contemporary situations.

I acknowledge the validity, necessity, and Scriptural foundation of the Sacraments of Baptism and the Lord's Supper. Baptism, being both the act of God and the Church, consecrates a new life in Jesus Christ. The Lord's Supper is a remembrance that Christ gave His body on behalf of humanity through His death on the Cross. The Sacraments are the signs and seals of God's love and grace.

The universal Church is the spiritual body of Christ on earth. I accept and affirm the teachings of the Presbyterian Church (USA) as contained in the Constitution of our Church.

Our theology as Presbyterians is reformed, therefore we, as individuals, need to examine the reforming work of the Holy Spirit in our own lives. God does not change, but human beings do. The task of any theology is to constantly seek to match the unchangeable truth of God with the changing needs and situations of society. In humble reliance upon the grace of God, and in cooperation with the faith community, I shall strive to develop my personal theology accordingly.

ACTION:

Salem Presbytery received Dennis Sebesan into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission for Mr. Sebesan from West Virginia Presbytery.

b. The Presbytery approved the establishment of a pastoral relationship between Mr. Sebesan and the Jamestown Presbyterian Church effective July 1, 1989; the following terms of call from the Jamestown Presbyterian Church be approved; and the call was placed in his hands.

Cash Salary	$23,320
Housing Allowance, Utilities	13,904
Social Security Equiv.	4,847
Auto Allowance	2,250
Pension/Medical Insurance	9,119
Continuing Education	1,560
Moving Costs	
Four Weeks Vacation	
Two Weeks Study Leave	

c. The following Administrative Commission was appointed to Install Mr. Sebesan as Pastor of the Jamestown Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
David Henry	Preside & Propound Constitutional Questions	Minister
Arnold Lovell	Preach	Minister
Jamie Pharr	Charge the Minister	Minister
Jim Guin	Charge the Congregation	Elder
Steve Pharr	Lead in Worship	Minister
Catherine Bonner		Elder
Rudolph Boone		Elder
Marge Monroe		Elder

Arnold Lovell of West Virginia Presbytery was invited to sit with the commission and preach the sermon.

d. Mr. Sebesan was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

COMMITTEE ON MINISTRY
Jud Milam, Moderator

The Committee on Ministry has continued in its struggle to bring order out of chaos, with only a limited amount of success. Since we are a new presbytery, there are no established policies, procedures, or routines in place for the orderly conducting of business. We are appreciative to Grant Sharp and our Vacancies subcommittee for their work in establishing many policies and procedures. In addition, the presbytery support staff has been limited, as well as the professional staff. But, we have done well, we believe. And, the Lord has been good to us. We are excited about the possibilities of this Committee in the future, particularly as the presbytery strengthens its support and professional staff.

The Committee made the following recommendations and Presbytery acted as follows:

ACTION - MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

The following actions of the Committee on Ministry concerning dismissals were admitted to the record of Salem Presbytery as its actions:

a. The Rev. John Miller Watkins was transferred to Geneva Presbytery so that he may accept the Call as part-time pastor of the Fairville Church in Fairville, New York; and the half-time Chaplain position at the Newark-Wayne Community Hospital.

b. The Rev. Fred H. Currie was transferred to Shenango Presbytery for the purpose of accepting the Call from the Fairfield/Milledgeville Churches in Milledgeville, PA.

ACTION - TEMPORARY SUPPLY RELATIONSHIP

The following action concerning a Temporary Supply Relationship was admitted to the record of Salem Presbytery as its action:

a. The Rev. J. Randy Hall, a Baptist minister, was allowed to serve the Fairmont Church of Lexington as a Temporary Supply.

ACTION - STATED SUPPLY RELATIONSHIPS

Presbytery established

a. A Stated Supply relationship between the Rev. Victor C. Scott and the East Burlington Church, for a period of six months beginning May 1, 1989.

b. A Stated Supply relationship between the Rev. Milton M. Foust (Mac) and the Randolph Church of Asheboro for a period of one year, beginning July 1, 1989.

c. A Stated Supply relationship between the Rev. Mr. Jack C. Ramsay Jr., a member of the Presbytery of New Hope, and the Yancyville Presbyterian Church for one year effective July 1, 1989.

ACTION - HONORABLE RETIREMENT OF ALONZA M. ALEXANDER AND HARRY SPENCER THOMAS

a. Salem Presbytery granted the Rev. Alonza M. Alexander (Mickie) of Louisville, KY, honorable retirement effective March 30, 1989.

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b. Salem Presbytery granted the Rev. Mr. Harry Spencer Thomas, Jr. honorable retirement effective August 1, 1989.

ACTION - OTHER MINISTERS INSIDE OUR BOUNDS

a. Salem Presbytery granted its permission for the Rev. Victor C. Scott of the Presbytery of New Hope to labor inside the bounds of Salem Presbytery.

b. Salem Presbytery granted permission to the Rev. Mr. Jack C. Ramsay, Jr., a member of the Presbytery of New Hope, to labor inside the bounds of Salem Presbytery for one year effective July 1, 1989.

ACTION - PARISH ASSOCIATE RELATIONSHIPS

Salem Presbytery approve the establishment of

a. A Parish Associate relationship between the Rev. Barbara Dua and the Session of First Church of Greensboro.

b. A Parish Associate relationship between the Rev. Charles McKee and the Session of Sedgefield Church of Greensboro.

ACTION - CHANGES IN TERMS OF CALL

The following changes in Terms of Call were approved:

NAME OF MINISTER AND CHURCH		1988	1989
Barbara Dua	Cash Salary	$16,538	$17,200
UNC-G	Housing Allowance	11,025	11,466
	Soc. Sec. Equiv.	1,794	1,866
	Pension & Ins.	5,871	7,022
	Cont. Ed./Books	750	750
Sherron K. George	Salary	20,884	22,599
BRAZIL			
James K. Wilson, Jr.	Cash Salary		24,650
SEDGEFIELD	Housing Allowance	10,650	11,883
	Benefits		9,402
	Automobile Allowance		3,500
	Professional Allow.		1,000

ACTION - CONCERNING PEAK CREEK CHURCH

Presbytery called a congregational meeting at the Peak Creek Church for the purpose of electing officers to the Session, as permitted in the Book of Order, section G-7.0303. Presbytery authorized the Committee on Ministry to provide training, ordain and install these officers. (Since this church does not presently have a Session, they are unable to call a Congregational Meeting. This action on the part of Presbytery would comply with the wishes of those in leadership roles in this church.)

ACTION - APPOINTMENT OF SESSION MODERATOR

Presbytery appointed the Rev. Mr. Jack C. Ramsay, Jr., a member of the Presbytery of New Hope, as moderator of the Session of the Yanceyville Church for one year effective July 1, 1989.

ACTION - OUTSIDE OUT BOUNDS

Presbytery granted permission to the Rev. Mr. James M. McDaniel, retired, permission to Labor Outside its bounds as a supply minister in the Presbytery of South Alabama for one year, retroactive to January 1, 1989.

ACTION - INTERIM RELATIONSHIP

Presbytery approved the extension of the Interim Supply Relationship between the Rev. John G. Truitt, Jr. and the Graham Presbyterian Church for a period of six months, beginning July 15, 1989.

The Presbyterian Council for Chaplains and Military Personnel is looking for chaplains, particularly for service in the Army and Navy. Ministers under the age of forty-one that might find this work interesting should contact the Presbytery Office.

PRESBYTERIAN FOUNDATION

A presentation was made by Mr. Doug Aiken of the Presbyterian Foundation.

PEACEMAKING COMMITTEE

Frank Dew summarized the results of the small group gatherings from Friday afternoon. He offered suggestions for continuing the dialogue at local level between churches of the antecedent presbyteries. He reviewed the goals of the Presbytery's Peacemaking Committee.

STATED CLERK'S REPORT

Exceptions to Property Provisions In Accordance with G-8.0700

The following churches have notified the presbytery through its Stated Clerk of

their action to claim the exceptions on church property which are allowed under the provisions of the Form of Government, G-8.0701. These congregations have acted in regular manner in accordance with provisions of the constitution and have notified the presbytery of their action, as required. No action is required by the presbytery in this matter. Following are the names of the congregations from which the presbytery has received notification since its last stated meeting.

Church	Date of Congregation's Action
Siler City	June 4, 1989

The Council is working toward the transfer of deeds to the property of various churches held by the antecedent presbyteries to the corporations of those churches. Communication has been received indicating that such a transaction initiated by the Presbytery of Concord in disposing of the property of a dissolved church in Wilkes County has been completed. Salem Presbytery has received a copy of a Quitclaim Deed made the to Bethel Community Baptist Church of Wilkes County to complete that transaction.

The Trinity Church of Elon College has requested that deed held by Orange Presbytery be transferred to them. The Clemmons Church has made the same request (that deed was held by the former Presbytery of Concord).

ACTION:

Presbytery authorized its Trustees to take the steps necessary to transfer all deeds to property of its active member churches which are held by the Presbytery to the corporations of the appropriate churches.

The rolls of ministers of Salem Presbytery are slowing being clarified. Ministers Jeffrey D. Smith, at large, and Frank C. Wilkinson, retired, were inadvertently overlooked in the adjusting of the rolls between the former Fayetteville Presbytery and Salem as it came into existence. Their names have been added to the Salem rolls in accordance with the Articles of Agreement for establishing the new presbyteries.

Special Disciplinary Committee

Salem Presbytery in Special Meeting Session February 2, 1989, at Mount Tabor Church in accordance with D-7.0400 and D-7.0800 of the Rules of Discipline, authorized the Moderator of the Presbytery to appoint a Special Disciplinary Committee. With its Moderator, the Reverend Steve Pharr, that Committee has diligently and prayerfully pursued its responsibilities.

Communication from the Special Disciplinary Committee indicates that they have a charge with accompanying specifications that is appropriate and has now been filed with the Permanent Judicial Committee.

Notice of Incorporation

Bethel Presbyterian Church McLeansville, NC	October 26, 1988
John Calvin Presbyterian Church Salisbury, NC	May 28, 1989

SESSIONAL RECORDS REVIEW COMMITTEE REPORT
Kermit Dancy, Chairman

The Sessional Records Review Committee has reviewed the sessional records presented at this meeting of presbytery. Of our 158 churches, 80 sessions presented their records for review. A total of 23 records were approved without

exception and 54 were approved with exceptions. There were 78 sessions that did not present their records.

Sessions Whose Records Were Approved WITH or WITHOUT EXCEPTION:

Allen Temple
Asbury
Asheboro, First
Back Creek
Bethany, Statesville
Bethel
Bethesda, Statesville
Burlington, First
Calvary
Centre
Clemmons
Cleveland
Collinstown
Cooleemee
Covenant
Crestwood
Dellabrook
East Burlington
Eden, First
Edward Webb Memorial
Elkin
Elmwood
Fairmont
Fieldstone
Fifth Creek
Flat Rock
Forest Hills
Forest Park
Francisco
Franklin
Freedom
Glendale Springs
Grace
Greenwood
Harmony
Hawfields
Highland
John Calvin
Kernersville, First
Lansing
Laurel Fork
Lexington, First
Lexington, Second
Lloyd
Love Valley
Memorial
Mocksville, First
Mooresville, First
Mount Jefferson
Mount Tabor
Mount Vernon
New Salem
Old Providence
Old Town
Parkway
Pilot Mt., First
Pine Ridge
Pittsboro
Presby. Church of the Covenant
Prospect
Randolph
Reid Memorial
Reidsville, First
Saint Andrews
Salisbury, First
Shallowford
Smyrna
Sparta
Spencer
St. Paul, Greensboro
Stony Creek
Taylorsville
Third Creek
Trinity, Burlington
Trinity United
Unity
Wentworth

ACTION:

Presbytery approved the report of the Sessional Records Committee and commend the 80 churches for their diligence in presenting their records to this meeting of presbytery for review.

ACTION:

Presbytery instructed Council to appoint a committee composed of members from all antecedent presbyteries to compose rules for examination of sessional records. The committee is to submit its recommendations at the next regular meeting of Presbytery for approval of rules. A copy of the rules will be mailed to all Clerks of Sessions.

RESOLUTIONS COMMITTEE REPORT

Bill Hayes presented the following resolution which was approved.

Whereas Lees-McRae College extended to Salem Presbytery warm and thoughtful hospitality in so many ways: from ice cream to sheets, from a formal welcome to an abundant salad bar. Roy Krege obviously has the gift of hospitality and understands the meaning of servanthood.

Whereas this meeting of Salem Presbytery got off to an exciting and joyful start with the calling of two new staff members: Carter Shelley as Associate for Care and Development of Leadership and Hewon Han as Associate for Congregational Life. Our diverse, yet unified staff image is for us a rainbow of hope for what the Church may yet become.

Whereas the recognition of the honorable retirement of Bill Rhodes stirs in us both thanksgiving for his years of ministry and envy of the leisure which he will now enjoy.

Whereas at many and varied times we were led in worship which nurtured, inspired, challenged, and comforted by God's power working through Jim Reese, Karen Pearson, Don Armitage and David Partington.

Whereas we were drawn into conversations with one another and exposed to a wealth of information about our presbytery by means of brainstorming and a program fair.

Whereas we were enriched and enlivened by hearing news of the Church's larger ministry in the form of reports from Synod and General Assembly Commissioners and the description of our partnership projects in Africa.

Whereas we are ourselves enlarged as new ministers enter the bounds of our presbytery to be fellow laborers in the Salem vineyard.

Whereas with grace and intelligence and constant good human Dale Davidson served as moderator.

THEREFORE, be it resolved that those attending this meeting of Salem Presbytery offer thanksgiving to God for being present with us in this place at this time.

OTHER BUSINESS

The next meeting of Salem Presbytery will be on October 24, 1989, at 9 A.M. at the First Presbyterian Church, Burlington, N.C.

ADJOURNMENT AND LUNCH

Presbytery was adjourned at 12:30 P.M. The moderator offered the closing prayer.

Attested:

John M. Handley

John M. Handley
Stated Clerk

COMMUNICATIONS

The Stated Clerk presented various communications which were received and acted upon as follows:

Letters from James E. Andrews	Commitment to Peacemaking Trinity Church, Burlington Freedom Church, Statesville	Referred to Peacemaking Committee
Letter from Rev. James M. McDaniel	Laboring inside the bounds of Salem Presbytery	Referred Committee on Ministry
Letter from Jack C. Ramsay, Jr.	Laboring inside the bounds of Salem Presbytery	Referred Committee on Ministry
Letter from Katherine Cheek, Siler City	Reporting Property "Exemption"	See Stated Clerk Report
Applications for Retirement Pension	Alonza Millard Alexander Harry Spencer Thomas, Jr.	Referred Committee on Ministry
Quitclaim Deed	Bethel Community Baptist Church	See Stated Clerk Report
Letter from Bethel Presbyterian Church	Incorporation Papers	See Stated Clerk Report
Letter from Robert J. James	Dismissal for David Daniel	Referred to Stated Clerk for filing
Resolution from Trinity Church	Alamance County	See Stated Clerk Report

CALLS TO MINISTERS:

Dennis J. Sebesan	Jamestown Church Pastor	Referred Committee on Ministry
Robert A. Bryant	Cross Roads Church Pastor	Referred Committee on Ministry
J. William Black	Hills and Pine Ridge Churches Pastor	Referred Committee on Ministry
Steven Alan Snipes	North Wilkesboro Church Associate Pastor	Referred Committee on Ministry

MINUTES OF COMMISSIONS TO ORDAIN/INSTALL

David T. Daniel	Bixby Church	Admitted to Record
J. Samuel Hobson, Jr.	Jamestown Church	Admitted to Record
Paul S. Ryoo	Korean First Church	Admitted to Record

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF DAVID T. DANIEL AS PASTOR OF THE BIXBY PRESBYTERIAN CHURCH, ADVANCE

The Commission, according to the appointment of Salem Presbytery, met at the Bixby Presbyterian Church of Advance, North Carolina, May 7, 1989, at 6:35 p.m., with Ministers John Handley, Robert Dean, Jonathan Lovelady, David Henry, and Elder Carl Tutterow present and was opened with prayer by John Handley. Elders Mike Neal and James Winning were excused. Quorum present. John Handley was elected Moderator and David Henry Clerk. John Handley presided and led the congregation in a service of worship. Robert Dean preached, after which John Handley recited the proceedings of Presbytery leading up to this service and proposed the constitutional questions to both the minister and the congregation. These being answered in the affirmative, David T. Daniel was installed as the Pastor of the Bixby Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Jonathan Lovelady and to the congregation by Carl Tutterow. The service was concluded with the closing prayer by Carl Tutterow. Leaders of the congregation came forward and gave the new Pastor their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Robert Dean.

INSTALLATION OF J. SAMUEL HOBSON, JR. AS PASTOR OF THE ST. PAUL PRESBYTERIAN CHURCH, GREENSBORO

The Commission, according to the appointment of Salem Presbytery, met at the St. Paul Presbyterian Church, Greensboro, North Carolina, April 23, 1989, at 6:45 p.m., with Ministers Jim Wilson, Bob Herron, Don Lannon, Mac Foust, Leslie Tucker, and Elders Sue Foust, Clyde Albright, Bill Tullar, and Sam Hobson, Sr. present, and was opened with prayer by Jim Wilson. Quorum present. Jim Wilson was elected Moderator and Don Lannon Clerk. Jim Wilson presided and led the congregation in a service of worship. Leslie Tucker preached from Ephesians 4:1-16, a sermon entitled, "I Believe in the Holy Catholic Church", after which Jim Wilson recited the proceedings of Presbytery leading up to this service and proposed the Constitutional Questions to the Minister. Don Lannon proposed the Constitutional Questions to the Congregation. These being answered in the affirmative, J. Samuel Hobson, Jr. was installed as the Pastor of the St. Paul Presbyterian Church of Greensboro agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Bob Herron, and to the Congregation by Bill Tullar. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Jim Wilson.

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VOLUME I NUMBER 4

Minutes of

SALEM PRESBYTERY

FOURTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
October 31, 1989

MINUTES OF

SALEM PRESBYTERY

FOURTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA

October 31, 1989

OFFICERS

Moderator	Dale Davidson
Moderator-in-Nomination	S. Edwin Lewis
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Interim Hunger Action Enabler	Catherine J. Reed
Interim Associate for Church Development	James Watkins
Interim Associate for Special Ministries	Kay-Robert Volkwijn
Interim Associate for Camp Ministries	Albert D. Shaw, Jr.
Interim Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Mickey Wiggins
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Secretary	Rhonda Johnson
Part-time Receptionist	Jim Clinard

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

FOURTH STATED MEETING
MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH
BURLINGTON, NORTH CAROLINA
October 31, 1989

The Fourth Stated Meeting of Salem Presbytery was called to order by Moderator Dale Davidson at 9:05 a.m. on Tuesday, October 31, 1989, in the First Presbyterian Church of Burlington, North Carolina. The opening prayer and worship was led by Willie Garvin.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., G. W. Alexander, Jr., Frank Allen, Tom B. Anderson, Michael Askew, James H. Banbury, Jonathan Barker, J. William Black, Jesse W. Bledsoe, Edwin Brammer, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Robert E. Button, William D. Carmines, George Carpenter, Carole R. Chase, S. Jay Click, Mary Boyd Click, Frederick A. H. Coates, J. Alexander Coblentz, Clyde T. Cook, David T. Daniel, Max E. Deal, Robert F. Dean, Frank M. Dew, James A. Dickens, Barbara Dua, Carl W. Dumford, Daniel L. Durway, Christopher East, John Eliason, James W. Eller, Robert C. Evans, III, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Milton M. Foust, Elijah B. Freemen, Robert O. Freeman, Harold E. Fuller, Jr., Tempe Fussell.

G-M

Joseph M. Garrison, Calvin P. Gentry, Lucius Gray, Hewon Han, John M. Handley, James Henderson, J. Samuel Hobson, Jr., Z. N. Holler, Linn Rus Howard, Joanne Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Henry J. Keating, Phyllis M. H. Kort, Robert R. Kopp, Donald E. Lannon, Robert Lee, S. Edwin Lewis, Jonathan W. Lovelady, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Lacy V. McPherson, John L. Milholland, Donald Mimbs, Reid Montgomery, Allen E. Morrison, William H. Morrison.

N-Z

David Nash, George Neal, Robert S. Osborne, Franklin L. Partridge, III, S. Curtis Patterson, Karen Pearson, Jamie Bibee Pharr, A. B. Plexico, George A. Ploger, Phillip J. Pogue, Catherine J. Reed, William C. Rhodes, Jr., Leland A. Richardson, Paul N. Fidolfi, James Rissmiller, Jeannette G. Rodenbough, Dennis Sebesan, Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Stephen A. Shive, William W. Sloan, J. D. Smith, Sr., Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Patricia F. Stewart, Jamie D. Stimson, John Truitt, Jr., Robert L. Turner, Stanley M. Voth, Harold Waldruff, W. Russell Ward, Jr., Robert S. Wells, Norman M. Whitney, Sr., John A. Wilkerson, Jr., Frank Wilkinson, Benjamin F. Williams, Charles Williams, James Wilson, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

Thomas B. Bagnal, Jr., John W. Bell, L. Adlai Boyd, Malcolm M. Bullock, Frank A. Davison, M. Susan Dobyns, Joseph W. Flora, Phillip R. Gehman, J. Stimson Hawkins, William C. Hayes, David L. Henry, Cynthia R. Higgins, William Stacy Johnson, Walter W. King, William R. Knox, David T. Lee-Andrews, Robert M. Lewis,

Paul Lindsey, David A. Long, III, J. Roger Marrow, Judson J. Milam, E. Thomas Miller, James F. Miller, William T. Perkins, Steve Macon Pharr, Joseph L. Pickard, W. Clark Porter, III, Danny M. Sharpe, John B. Talmage, William D. Varker, Rockwell P. Ward, J. Gordon Williams.

The following Ministers were unexcused:

James Allen, Linda L. Blessing, Ernest Bradford, Tyrone Burkette, Charles Carter, Robert R. Childs, Jr., M. Gray Clark, Thomas H. Clymer, Kermit W. Dancy, Robert L. Ellis, James T. Frazier, Larry W. Freeman, Carter Gillespie, Scott C. Girard, James H. Grant, Jr., Robert W. Herron, Laura C. Long, Z. Bradford Long, Ivan W. Lowery, Steve A. Martin, James M. Mauldin, Kathleen Murdock, J. Herbert Helson, Richard Osmer, David C. Partington, Gerald N. Reiff, Paul S. Ryoo, J. W. Smith, Jr., Steven A. Snipes, Glenn C. Thomason, Michael E. Woodard.

The following Missionaries and Chaplains were excused:

Sherron Kay George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Bobby L. Combs, Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R.Fudge, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, Edward J. Johnson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, Jerry McCann, Jams M. McDaniel, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr. O. W. Perrell, W. Clark Porter, III, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., Lester E. Sheppard, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Roy E. Watts, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Frank Reynolds, Alta Stott, Ray Smith, Leslie Gaulden, Allen Temple Katherine Carr, Jams Miller, Asbury Tom Shepperd, Asheboro, First Gary Anderson, Jim Allen, Earl Chapman, Back Creek Bill Lefler, Bethany, Graham Versa McPherson, Bethel Judy Terry, Bethesda, Ruffin Mitch Foster, Bethesda, Statesville Reba McNeely, Beulah Elizabeth Scott, Robert Habershaw, Bixby Graham Hendrix, Tom Cornatzer, Boonville, First Darlene Lylter, Marilyn Scales, Brentwood Rosey Collins, Buffalo John Medearis, Gene Horney, Burlington, First Ed Eckert, Moss McIver, Bill Coble, D. J. Walker, Calvary Margaret Marks, Centre Richard Woods, Church of the Cross Bill Buie, Clemmons Richard Crain, Cleveland Eubert Lyerly, Collinstown Joel Sheppard, Community in Christ, Presbyterian John Gemuenden, Betty Pierson, Concord Sue Ruffin, Cooleemee Everette Perry, Covenant Sandra Russell, Crestwood W. T. Buie, Cross Roads Jim Roney, Dellabrook Inis Johnson, Annie McRae, Danbury Community Terry Kent, Dogwood Acres Tom Moore, East Burlington Wade Redding, Harold Stanfield, Eden, First Coy Stack, Mareanne Price, Edward Webb Memorial Gladys Bailey, LaDonna McCarther, El Bethel Becky Strutton, Elkin Bryon Wolfe, Fairmont Bruce Mize, Faith Robert Lutz, Fellowship Addison Hill, Fieldstone Allen Frye, Fifth Creek Shirley Ley Stroud, Flat Rock Debra Stoltz, Forest Hills David Greene, Francisco Betty Wright.

G-M

Grace Frank K. Thomas, Quenton Veneable, Graham Ted Hruslinski, Eunice Newlin, Greensboro, First Doris Preyer, Douglas Albright, Larry Setton, John White, Gerard Davidson, Greenwood Gladys Carroll, Griers Margaret Butler, Guilford Park

Diane Peebles, Jim Peebles, Gulf Margaret Palmer, Hawfields Bill Stuart, Paul Smith, High Point, First Helen Herndon, Bob Safrit, Dick Meiskey, Highland Jim Boone, Sam Dellender, Immanuel Sue E. Lambert, Jamestown John Hamil, John Calvin W. L. Mowery, Korean First Presbyterian Jung Kim, Moon Won Suh, Lansing Fred Carter, Lexington, First Frank King, Robert Team, Lexington, Second Ken Phillips, Lloyd Edwin Patterson, Ida Brown, Logan Daisy Keaton, Clayton Tatum, Madison Peggy Sealey, Mebane Bill Lackey, Memorial Peggy Saul, Mocksville, First Henry Van Hoy, Mooresville, First Robert Davidson, Larry Putnam, Mount Tabor Roy L. Carruth, Penny Musso, Mount Vernon Lucille Phifer, Mount Vernon Springs Lillie Cameron.

N-Z

New Creation Community Susan Bays, New Salem Jeane Cockrell, North Wilkesboro Mary L. Clements, Parkway Fred Ward, Hervey Martin, Pilot Mountain, First James Blackwelder, Pine Hall Robert Parker, Pittsboro David Misenheimer, Pleasant Grove Madalu Wright, Presbyterian Church of the Covenant Dezree Bass, John Barney, Prospect Glenn Gregory, Randolph Barbara Blaylock, Reid Memorial Mae Helen Byers, Reidsville, First Bill Riggs, Saint Andrews Ernest Kiger, Salisbury, First Collin Grubb, John Grubb, Salisbury, Second Max Dry, Sedgefield Marge Monroe, Shady Side Betsy Calhoun, Shallowford, Ed Cooper, Shiloh, Burlington Anna Diemer, Siler City Katherine Cheek, Speedwell Deryl Torbert, Spencer Merrill Russell, Springwood Henry Tickle, St. James Rosa Yourse, Helen Branford, Joe Meddling, Fred Cundiff, St. Paul, Greensbobo Harold Bunn, St. Paul, High Point Cora Massey, Starmount Janet Tyer, Drake Dowler, Martha Lou Anderson, Statesville, First David Steele, David Parker, Stony Creek Virginia Bostic, Third Creek Tommy Doss, Thomasville, First Katherine Spencer, Thyatira Bill Hall, Trinity, Burlington Robert Von Bergen, Trinity United Franklin Lyerly, Vandalia Bob Heck, Westminster Bob Ernest, Allan Cannon, Westview Harry Clark, Winston-Salem, First Jim Price, Ed Carter, Whit East, Martha Young, Jane Shouse, Yadkin United Marian Smith, Tom Vinson, Yadkinville Lawrence Greene, Yanceyville Edith Wilson.

The following Churches were excused from having representation at this meeting of Presbytery:

Baird's Creek, Clio, Forest Park, Hills, Pine Ridge, Shiloh (Statesville), Smyrna, Unity.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Bethany (Statesville), Boone, First, Cameron, Ebenezer, Elmwood, Franklin, Freedom, Glendale Springs, Glenwood, Harmony, Hope View, Joyce, Kernersville, First, Laurel Fork, Little Joe's, Love Valley, Milton, Mocksville, Second, Mount Airy, First, Mount Jefferson, Oakland, Oakview, Old Providence, Old Town Peak Creek, Piedmont, Red House, Riverview, Rumple Memorial, Sandy Ridge, Southminster, Sparta, Stoneville, Tabor, Taylorsville, Trinity (Winston-Salem), Whispering Pines.

The following Church Professionals were enrolled:

Margie Boyd, Sammie Braxton, Bill Chase, Donna Chase, Angela Cox, Evelyn Edwards, Claire Holt, John Witherspoon Johnson, Ida McCaskill, Cathy K. McClellan, Rebecca McKee, Leslie McLeod, Paula Osborne, Ella Mae Philps, Parks Williams.

The following Visitors were registered:

Katherine Allen, Larry Ayers, Catherine Bass, Annie Bates, Robert Bishop, Karen Bryan, Leigh Ann Bryant, Mary H. Carr, Harvey Carroll, Nell Clark, Pauline Cobb, Calvin Crump, Hallie Cundiff, Kay Daniel, Dale Davidson, David Doster, Trevor Downie, Bill East, Octavia Edwards, Rachel Ellis, Charles England, Weldon Fields, Gladys Fisher, Neel Fleming, Vivian Frazier, W. Earle Frazier, Winifred Garrison,

Wylline Garrison, Reagan Gibbs, Robert Gilcrest, Margaret Gill, Raymond Gill, Florence Gwyn, Lilliesteen Harris, Fred Horner, Loretta James, Bob Jeffords, Lisa Lamb, Ruth Lenger, Jack Marshall, A. L. McAlexander, Sara McFadden, Anne McKee, Frances McPherson, Gail Michael, Jane Miller, Marie Miller, Chris Mullen, Lisa Mullen, Jack Ramsey, Lucy Rankin, Vergia Rush, Sung Ae Ryoo, Jean Sadler, Otis Scott, Adrian Shelley, Anne Shelley, William Shouse, Margaret Stanley, Sharon Stanley, B. C. Stevenson, Valarie Thomas, Dot Walker, Grier Waller, Betty Ward, Anne M. Wells, Betty White, David White, George White, David Wilson, Pat Winebrenner, Wendy Yoder, Aurelia Young.

DOCKET

The docket was approved as presented by the Stated Clerk.

CANDIDATES' SERMONS

The Presbytery was divided into three groups for the purpose of hearing the sermons of the Candidates for Ordination. The Presbytery reconvened at 9:45.

WELCOME

The Governing Body was welcomed by Rev. Charles Williams and Elder D. J. Walker, Jr. Information regarding the facilities was presented by Rev. Phyllis Kort.

INTRODUCTIONS

Elders attending for the first time were introduced and welcomed. The following ministers from other presbyteries of the Presbyterian Church (U.S.A.) were introduced and seated as corresponding members:

Rev. Larry Ayers, Coastal Carolina Presbytery
Rev. Jack Ramsay, New Hope Presbytery

EXAMINATIONS COMMITTEE
G. Woody Alexander, Moderator

The Examinations Committee recommends to the Presbytery three candidates for ordination. The committee has reviewed their academic transcripts, sermon and exegesis, Credo - statement of faith, Personal Information Form, the denomination examination papers in Bible, Theology, Polity, Worship and Sacraments as well as an oral examination in the above categories. All of these matters were found in order and we present them for the floor examination and the preaching of their sermon.

RECEPTION OF SHARON GETTYS STANLEY

ACTION:

Salem Presbytery proceeded to the examination and ordination of Sharon Stanley, the effectiveness of the action we took is contingent on the reception of the call to be issued by the Synod of the Pacific (November 10-11).

Presbytery approved the committee and floor examination of Sharon Gettys Stanley.

a. Sharon G. Stanley is a candidate of Salem Presbytery and a member of Taylorsville Presbyterian Church, Taylorsville, NC. Her degrees include a B.A. from St. Andrews Presbyterian College, Laurinburg,

NC (Summa Cum Laude), M.Div. from San Francisco Theological Seminary, San Anselmo, California. Other studies were made at the Center for the Study of World Missions, Seoul, South Korea; Bossey Ecumenical Institute, Celigney, Switzerland; Church in China Study tour, China. Sharon seeks ordination so that she may serve the Presbytery of San Joaquin.

b. Her sermon preached before a portion of the Presbytery October 31 was approved.

c. A certification of satisfactory grades in the five areas covered by the Presbyteries' Cooperative Examinations for Candidates was accepted.

d. Her credo which follows, was approved.

I am never alone! I trust in the triune God who is present with me in life and death and invites me to partake in the love of God, communion of the Holy Spirit, and grace of the Lord Jesus Christ. I live in God's world; created good by God's sovereign love out of chaos and redeemed by the Creator that the world might know God. From the beginning, God has intended that persons relate to one another as one body; colors and cultures touching, taking care of creation.

My rebellion confounds God's purposes, yet God's intentions continue! In sinfulness with humans before me, I act as if I don't need God; exploiting others, poisoning the earth, seeking power for self-gain, pretending the world is small, corrupting my life with evil. In all these, I have earned God's rejection. Yet with passion that recalls Yahweh's covenanted faithfulness to the Israelites, God acts incessantly in history to bring about redemption through justice adn mercy. In response, I am called to praise God's abundant grace and seek to do justice, to love kindness, and to walk humbly with the One Jesus named "Abba!"

Great indeed is the power of sin, yet Jesus Christ's life has more impact on my life than evil! Through God's relentless love, Jesus was God come to the world to transform it with light life. Jesus lived as a fully divine yet fully human "Yes!" for creation's renewal. Conceived by the power of the Holy Spirit and entering the world through the womb of young peasant Mary, Jesus' humble birth was so full of promise that the world's wisest and most powerful took hard note.

Jesus grew up living as a revoluntionary among his people, proclaiming the Reign of God at hand through his words and deed which shared the temptations and joys of the people, preached liberty for the oppressed, healed the sick, recognized the rejected, forgave the sinful, and called all to repent and believe the Gospel. In so living, Jesus judged sin and death and was unjustly condemned and crucified by those who feld threatened. On the cross Jesus experienced the worst of human pain in order that the betrayals of the world might be taken away and persons be reconciled to one another and to God. In mystery God raised Jesus from the tomb expressing victory over death and evil. In the emptied cross of Christ, I claim the inauguration of a new age; making possible inheritance of the covenant, salvation!

The Holy Spirit excites and sustains my courage for faith! Sent by God in the name of Christ to renew life everywhere, the Holy Spirit teaches all things and brings to remembrance all that Jesus Christ ever did and said. Entering the world at Pentecost like a storm of wind and fire, the One Spirit who had inspired the prophets and apostles spoke through the gathered crowd in many languages. The Spirit bound them, though diverse, to be oe body of Christ, the Church -- which celebrates God's presence, preaches and teaches God's Word as given in scripture, loves and serves all people, and summons individuals and nations to trust the good news and let Christ rule the whole of life.

The Spirit communicates God's Word to me in the Old and New Testaments, which are the unique and authoritative witness to God's saving acts in history! Like a field sprouting new harvest each season, the scriptures offer fresh growth to readers in gleaning and gleaning.

With the community of believers, I celebrate God's Word in the sacraments! Baptism, the sign and seal of God's redeeming grace, proclaims God's constant faithfulness and our incorporation into the people of God. In baptism we participate in the death and resurrection of Christ, dying to sin and being raised to new life in Christ. In the waters of baptism we recall the waters of creation, the flood, and the Exodus--and so are joined to the goodness of creation and God's covenant promises with God's people.

A sign and seal of sharing a meal with Christ crucified and risen, the Lord's Supper calls believers to remember the new covenant introduced in Christ's shed blood and broken body, to participate in the body and blood of Christ, and to celebrate the winning of life over death in Christ. To this table, the Church comes, joining with all the faithful in heaven and on earth in giving thanks to God, renewing their commitment to serve God, and looking for the Kingdom.

Praise the banquet host!--to whom all glory, laud, and honor be given now and for evermore, world without end. AMEN.

ACTION:

The following Administrative Commission was appointed to Ordain Ms. Stanley on November 1, 1989, at 8 p.m. at the Taylorsville Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
A. Carter Shelley	Preside & Propound Questions	Minister
Paul Ryoo	Lead in Worship	Minister
Carl Dumford	Lead in Worship	Minister
Susan Dobyns	Lead in Worship	Minister
Waverly Moose	Lead in Worship	Elder
Margaret Marks	Lead in Worship	Elder
John Todd Presbytery of Charlotte	Charge the Candidate	Minister
Caroline Gourley Presbytery of Western North Carolina	Lead Call to Worship	Minister
Becky Stanley Presbytery of the James	Preach the Sermon	Minister
Mark Stanley Presbytery of the James	Preach the Sermon	Minister

RECEPTION OF LISA MARIE MULLEN

ACTION:

The Presbytery approved the committee and floor examination of Lisa Marie Mullen.

a. Lisa Marie Mullen is a candidate of Shenandoah Presbytery and a member of Mount Horeb Presbyerian Church, Grottoes, Virginia. She has the following academic degrees; B.S., Longwood College in Farmville, Virginia; M.A., Presbyterian School of Christian Education, Richmond, Virginia; and M.Div., from Union Theological

Seminary in Virginia. Lisa has additional studies at the Ecumenical Institute, University of Geneva, Switzerland. Lisa M. Mullen seeks ordination so that the Call to be Associate Pastor of First Presbyterian Church, High Point can be completed.

b. Her sermon "Forsaken" from Mark 15:33-39 preached October 31 was approved by the Presbytery.

c. A certification of satisfactory grades in the five areas covered by the Presbyteries Cooperative Examinations for Candidates was accepted by Presbytery.

d. Ms. Mullen's credo which follows, was approved.

I believe in one God who is Lord of all life, who created the universe, looked on the majestic creation with joy and named it good! We can look to the Holy Trinity, our Creator, Redeemer, and Sustainer to gain a deeper understanding of God's model for the eucharistic life. it is an open and vulnerable model, this dynamic view of God's free hospitality, pure enjoyment of communion, and self-giving love. God is near to, even one with, God's own child, Jesus Christ.

God is for us. God loves us so much that God became flesh and dwelt among us. The life, death and resurrection of Jesus reveals God's love for us in a unique way. In Christ we experience God's grace, love, wisdom, justice, peace and purity. As a servant I am called to follow Christ, my Redeemer. My faith is not merely a mental assent to a truth, but my whole orientation toward Christ, the Truth. It requires my total and trustful acceptance of Jesus Christ as my Savior. God's love, new every morning, enables me to find forgiveness, to turn away from sin and to embrace a new life.

Through prayer, worship, the sacraments and the comtemplation of the Scriptures, God has provided the way for me to follow. In order for me to know what God is like, and what God desires for all creation, I can turn to the stories of faith which reveal God's steadfast love toward all humanity, for I know that the God of history, the giver and source of life, is the God of today and tomorrow as well.

We are created in God's glorious image, little less than the angels. However, because we are sinners, we are bent on self-destruction. We are a strange mixture of bravery and cowardice, strength and weakness, good and evil. Through the Holy Spirit, our Comforter and Sustainer, we are enabled to live and love as genuine, caring human beings, to live as we were designed and destined. As I live in faith and trust God's Spirit, I am empowered to place myself where the Spirit can work, transforming all of my relationships. Without the Spirit of God, the "life-giving" air that I breathe, I will perish.

I believe God has also graciously provided for us the sacraments of Baptism and the Lord's Supper, in which we celebrate God's goodness and love. Baptism signifies once and for all Christ's claim upon our lives, and our resultant entrance into new life in Christ, his ministry, and the community of faith. God also offers us the gift of spiritual food as we come together in thanksgiving, joy, and repentance, remembering our Lord's sacrifice and celebrating his continuing presence in the Lord's Supper. These sacraments instituted by Christ have their full meaning in the context of the Christian community.

God's purpose is to unite all people and all things in Christ. W e believers are the embodied presence of Christ in heaven and on earth, for this catholic church knows no bounds. I believe that we, in grateful obedience, are called to profess and live out God's care for all the world, to proclaim the Truth, to confront that which is "death-dealing," and to endeavor to be a healing and reconciling agent within our community and throughout the world. Because Christ

has already won the victory, we are a people of hope. We are assured that nothing can seperate us from the love of God.

ACTION:

Salem Presbytery received Lisa Marie Mullen into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission for Ms. Mullen from the Presbytery of Shenandoah.

b. Presbytery approved the establishment of an Associate Pastor relationship between Ms. Mullen and the First Presbyterian Church of High Point effective November, 1989; approved the folllowing terms of call from the First Presbyterian Church of High Point; and the call was ordered placed in her hands.

Cash Salary	$14,000
Housing Allowance	14,000
Cont. Ed./Books	800
Automobile Allowance	2,750
Pension & Insurance	7,000
Social Security Equiv.	1,050
Four Weeks Vacation	
Two Weeks Study Leave	
Moving Costs	

c. The following Administrative Commission was appointed to Ordain and Install Ms. Mullen as Associate Pastor of the First Presbyterian Church of High Point on December 3, 1989, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Mark Drawghn		Elder
Lisa Lamb	Charge the Congregation	Minister
Carol Cox		Elder
Bill Pleasants		Elder
Scott Woodmansee		Minister
Sibley Towner	Preach the Sermon	Minister
National Capital Presbytery		
David Carter Florence	Charge the Minister	Minister
Twin Cities Area Presbytery		

d. Ms. Mullen was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF ELIZABETH LYLE LAMB

ACTION:

The Presbytery approved the committee and floor examination of Elizabeth Lyle Lamb.

a. Ms. Lamb is a member of Evergreen Presbyterian Church, Memphis, Tennessee and a candidate of Memphis Presbytery. She has a B.A. degree from Rhodes College, Memphis, Tennessee and the M. Div. from Union Theological Seminary in Virginia. Lisa seeks ordination so that the Call to be Associate Pastor of First Presbyterian Church, Asheboro, can be completed.

b. Her sermon was approved by the Presbytery.

c. A certification of satisfactory grades in the five areas covered by Presbyteries Cooperative Examinations for Candidates was accepted.

d. Ms. Lamb's credo which follows, was approved.

I confess one living God, who is Creator, Governor, and Redeemer of all things. In love, God created heaven and earth and pronounced it good. As Lord of Creation, God is above all and in all works that God made. God created human beings, male and female, in God's image: right for communion with God and with one another, free to choose between good and evil, and responsible to the Creator and Lord. But we rebelled against God and chose evil, corrupting our nature and subjecting our-selves to the power of sin. Yet, by grace, God sent Jesus Christ who, being the Eternal Son of God, became truly human and offered himself as the perfect sacrifice on the cross to reconcile us to God and to purchase eternal life for all humankind. For us, Christ rose from the dead and ascended into heaven, where he rules and intercedes on our behalf; and, he shall come again to judge us on the last day. Through our power to convict us of our sin, to regenerate us by grace, and to enable us to embrace Christ by faith; the Spirit unites all believers to Christ and dwells within them as their Sanctifier and Comforter.

I believe in the Holy Catholic Church of which Christ is the only Head; the Chruch is a worshipping community of all who profess and obey Christ as their Savior and Lord and who are called to share the Gospel as God's agents of reconciliation in the world. Scripture is the written Word of God through which the Spirit bears witness to Jesus Christ, the Word of God Incarnate. Based on Scripture, the preached Word is a means of God's grace through which the Gospel is proclaimed to the Church and to individual lives. As the visible Word of God, the sacraments of Baptism and the Lord's Supper demonstrate God's promises to us in Christ and sustain and renew the life of the Church.

ACTION:

Salem Presbytery received Elizabeth (Lisa) Lyle Lamb into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission for Ms. Lamb from Memphis Presbytery.

b. The Presbytery approved the establishment of an Associate Pastor relationship between Ms. Lamb and the First Presbyterian Church of Asheboro effective August 8, 1989; approved the following terms of call; and the call was ordered placed in her hands.

Cash Salary	$16,000
Housing/Utilities Allow.	8,500
Social Security Equiv.	1,595
Pension & Insurance	5,635
Con. Ed.	500
Books	300
Automobile Allowance	Vouchered @ $.21/mile
Moving Expense	
Four Weeks Vacation	
Two Weeks Study Leave	

c. The following Administrative Commission was appointed to Ordain and Install Ms. Lamb as Associate Pastor of the First Presbyterian Church of Asheboro on November 19, 1989, at 7 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Dale Davidson	Preside	Elder
Charles Brown St. Andrews Presbytery	Preach the Sermon	Minister
Kurtis Hess Presbytery of the Peakes	Charge the Minister	Minister
Gary Anderson	Charge the Congregation	Elder
Russ Ward	Lead in Worship	Minister
Gary Marshall Presbytery of West Virginia	Constitutional Questions to Candidate	Minister
Dorothy Walker	Constitutional Questions to Congregation	Elder
Anne B. Neely	Complete the Commission	Elder
Laura Spangler	Complete the Commission	Minister
Chartesanna Fox	Complete the Commission	Elder
Richard Lamb Northern New England Presbytery	Prayers of the People	Minister
Cheryl Barton Bissette Presbytery of Coastal Carolina	Prayer of Ordination	Minister

d. Ms. Lamb was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

WORSHIP

At 11:00 A.M. the presbytery joined in a service of Worship. During the worship, thanks was given for the following Ministers and Elders of the presbytery who died in the last year (Appendix A. pp. 199-200). Also, Willie Garvin was installed as Presbytery Associate for Finance and Business Affairs/Treasurer, Hewon Han was installed as Associate Presbyter for Congregational Life, and Carter Shelley was installed as Associate Presbyter for Leadership Development. The presbytery was led in prayers of Intercession and Thanksgiving.

LUNCH

Presbytery was recessed for lunch at 1:00 P.M. at the end of the worship service.

The Moderator reconvened the presbytery at 2:10 P.M.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the presbytery and recommended referrals as appropriate. (Summary of communications, Appendix B, pp. 201-202.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees.

SESSIONAL RECORDS - LaDonna McCarther
Alvis McAlexander

RESOLUTIONS - Joe Meddling
Robert Yoder

BILLS & OVERTURES - Laura Spangler
Joe Spears
Ginny Couch

RECEPTION OF FREDRICK RANDOLPH HORNER

ACTION:

The Presbytery approved the committee and floor examination of Fredrick Randolph Horner.

a. Rev. Fred Horner is a member of Charlotte Presbytery where he has been Associate Pastor of Covenant Presbyterian Church. He seeks membership in Salem Presbytery so that the Call from the First Presbyterian Church, Greensboro to be an Associate Pastor can be completed. He holds a B.A. Degree from Missouri Valley College, Marshall, Missouri; a B.D. Degree from Louisville Presbyterian Seminary, Louisville, Kentucky; a M. A. Degree from Presbyterian School of Christian Education, Richmond, Virginia; and a D. Min. from McCormick Theological Seminary, Chicago, Illinois.

b. Mr. Horner's credo which follows, was approved.

I believe in God who is revealed in Scripture as Trinity: Father, Son and Holy Spirit.

I believe in God who is Creator, who by the power of God's Word created the universe from nothing. By the power of this Word, God orders creation and pronounces it good. God chooses people through whom covenant is established, identity formed, redemption realized. God's prevenient grace becomes real through sin forgiven, lives renewed, mercy offered. I believe in God who is revealed in Jesus Christ. God loves the world in such a way that God becomes Emmanuel, God with us. God's Word is embodied in Jesus Christ. God's justice, compassion, and righteousness are made known through Jesus' proclamation of good news, teaching, healing. The devastating realities of the world's sins, my sins, are atoned through God's decisive act in Jesus' crucifixion, death and resurrection. God through the Christ did for the world what the world cannot do for itself -did for me what I cannot do for myself. By God's grace through the gift of faith I am enabled to become a forgiven sinner.

I believe in God whose Spirit brooded over creation in prehistoric times - and now - to proclaim God's wonders, encouraged prophets in biblical times - and now - to speak God's truth, guided men and women in the first century of the Common Era - and now - to become the new Israel, the church. Through the church God seeks to be known. But God is not limited to the church to make known the reality of God's kingdom. Among God's gracious gifts to the church are the Sacraments of Baptism and the Lord's Supper. With thanksgiving and gratitude I may receive these as signs and seals of God's covenant relationship expressed through Jesus Christ.

I believe the church exists for mission. It must resist temptations to be self-serving and to be an end in itself. Empowered by God's Spirit the church's reason for being is to proclaim the gospel revealed in Jesus Christ; invite all to become a part of the community of faith, professing Jesus Christ; and to serve humankind in the spirit of the Lord - that spirit exemplified by Jesus' relationship toward those who are hungry, thirsty, strangers, naked, sick, and in prison. I believe in God who has called me to be a minister of the Word and Sacrament. God entrusts to me the privilege and responsibility to preach and teach truth as revealed in Scripture, ordering the life of the church through administering the sacraments, offering pastoral care, and leading members of the congregation. God's call is a holy mystery. I am awed by it. I am sustained daily by God's grace, the reconciling love of Jesus

Christ, and support of colleagues who are also called by God to serve the Lord of the Church.

ACTION:

Salem Presbytery received Fredrick Randolph Horner into its membership by approving the following actions.

a. The accepted the letter of dismission for Mr. Horner from the Presbytery of Charlotte.

b. The Presbytery approved the establishment of a Senior Associate Pastor relationship between Mr. Horner and the First Presbyterian Church of Greensboro effective November 26, 1989; approved the following terms of call; and the call was ordered placed in his hands.

Cash Salary	$31,800
Housing Allowance	21,200
Pension & Insurance	13,250
Cont. Ed./Books	1,500
Automobile Allowance	2,000
Four Weeks Vacation	
Two Weeks Study Leave	

c. The following Administrative Commission was appointed to Install Mr. Horner as Senior Associate Pastor of the First Presbyterian Church of Greensboro on December 10, 1989, at 11:15 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
John M. Handley	Preside & Propound Questions	Minister
Joseph B. Mullin	Preach the Sermon	Minister
C. H. Reckard	Charge the Congregation	Elder
Jerold D. Shetler	Lead in Worship	Minister
W. Douglas Albright		Elder
Thomas W. Sinks		Elder
Rosa Yourse		Elder
Jocelyn Hill	Charge the Minister	Elder

Presbytery of Charlotte

d. Mr. Horner was instructed to sign the obligations required of a minister to be enrolled in a presbytery.

RECEPTION OF REAGAN PHILIP GIBBS

ACTION:

The the Presbytery approved the committee and floor examination of Rev. Reagan P. Gibbs.

a. Rev. Reagan Philip Gibbs is a member of Winnebago Presbytery where he has been pastor of the First Presbyterian Church Wausaukee, Wisconsin and the First Presbyterian Church of Athelstane, Wisconsin (yoked). He seeks admission to Salem Presbytery to complete the Call to the Collinstown/Francisco Presbyterian Churches in Westfield, N.C. Rev. Gibbs has a B.A. Degree from Baylor University, Waco, Texas; a M. Div. from Southern Baptist Theological

Seminary, Louisville, Kentucky; and a D. Min. from Vanderbilt Divinity School, Nashville, Tennessee. He has brief studies at Princeton and Edenburgh.

b. Mr. Gibbs' credo which follows, was approved.

My faith is best expressed in the Apostles' Creed that I repent each Sunday in worship. I believe that God is the Father who leads his Son into sin, death, hell and the grave and out again for our salvation. That Jesus Christ suffered under Pontius Pilate grounding our deliverance in space and time. That on the third day, the Father raised the Son from death. That the Son now reigns at the Father's right hand governing all things great and small. I believe in the Holy Spirit. The One who guides the church into all truth and equips believer's for the work of ministry.

I believe that faith without works is dead. That the most urgent task for the church today is world peace and feeding t h e hungry. I believe the church is the fellowship of the redeemed. That in the church, women and men may find in the Word and Sacrament, power for their life's journey. I believe the Bible is the Word of God. That as we study the written word we gain insight for living life in a more human way. I believe that the Apostles' Creed is a guide to the central message of Scripture for the Christian Church. The Creed is conditioned by time and history. Yet, it points the way to understanding the Gospel.

I believe that God may be understood as Mother. The one who sustains us in life and death. I believe that the work of the ministry should be open to all people regardless of race or sex. That in Jesus Christ we may become one people in faith and baptism. That as a liberated people, we must work for the completion of every man's or woman's humanity in Christ Jesus our Lord.

ACTION:

Salem Presbytery received Reagan Philip Gibbs into its membership by approving the following actions.

a. The Presbytery accepted the letter of dismission for Mr. Gibbs from Winnebego Presbytery.

b. The Presbytery approved the establishment of a pastoral relationship between Mr. Gibbs and the Francisco and Collinstown Presbyterian Churches effective September 10, 1989; approved the following terms of call from the Fransciso and Collinstown Presbyterian Churches; and the calls were ordered placed in his hands.

COLLINSTOWN

Cash Salary	$10,102.50
Automobile Allowance	1,125.00
Cont. Ed./Books	375.00
Pension & Insurance	3,276.50
Social Security Equiv.	855.00
Moving Costs	
Four Weeks Vacation	

FRANCISCO

Cash Salary	$10,102.50
Automobile Allowance	1,125.00
Cont. Ed./Books	375.00
Pension & Insurance	3,276.50

Social Security Equiv. 850.00
Movig Costs
Four Weeks Vacation
Two Weeks Study Leave

c. The following Administrative Commission was appointed to Install Mr. Gibbs as Pastor of the Francisco and Collinstown Presbyterian Churches on December 10, 1989, at 7:30 p.m. at the Collinstown Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jesse Bledsoe	Preach the Sermon	Minister
Lester Sheppard	Charge the Congregation	Minister
Allen Morrison	Ask Questions	Minister
Jerry George		Elder
Betty Wright		Elder
Joel Sheppard		Elder
Bobby Simmons		Elder
Mark Oakley	Lead in Worship	Elder

COMMITTEE ON MINISTRY
Jud Milam, Moderator

Grant Sharpe reported for Jud Milam. The Committee on Ministry has been hard at work since the June Presbytery meeting. Since that time we have examined and received two seminary graduates, Lisa Lamb and Lisa Mullen who have accepted calls to First Presbyterian Church, Asheboro and First Presbyterian Church, High Point respectively. We have also received Dr. Fred Horner and Mr. Reagan Gibbs by transfer of membership. In addition we will celebrate the call of one of our ministerial candidates: Sharon Stanley. Sharon will preach her ordination sermon today.

The subcommittees of the Committee on Ministry have been busy trying to merge and transform the many individual policies of the three prior presbyteries. The Compensation Committee has worked to determine a fair minimum call package for ministers of Salem Presbytery. The Visitation Committee has designed a form to be used in visits with church Sessions and ministers. The Conciliation Committee has been working with several churches in various stages of conflict and can happily report reconciliation and resolution in several instances.

Calls and Vacancies sponsored three churches and seven ministers to Face-to-Face in Richmond, Virginia at the fall meeting. Jud Milam and Carter Shelley attended on behalf of the Committee on Ministry. The committees dealing with Professional Support and Professional Development have met jointly to determine which areas of ministry each covers. Thus, ministers will soon receive materials from the former pertaining to pastoral visits of ministers to ministers. The latter committee is planning several events which will assist ministers in their ongoing development.

The Committee made recommendations for the reception, ordination, installation, and approval of the call of several ministers. These appear with information pertaining to their examinations.

ACTION:

Presbytery admitted the following actions of the Committee on Ministry to the record of Salem Presbytery as its actions.

A. Dissolutions of pastoral relationships and dismissions to other presbyteries:

1. Dismissed Walter R. Smith to the Presbytery of the Peaks so that he may accept the call of the First Presbyterian Church of Lynchburg, Virginia, to be their Associate Pastor, effective September 1, 1989.

2. Dissolved the pastoral relationship between J. Dexter Taylor and the Trinity Presbyterian Church of Winston-Salem and dismissed him to West Virginia Presbytery so that he may accept the call of the Old Stone Presbyterian Church of Lewisburg, West Virginia, to be their Pastor, effective September 1, 1989.

3. Dissolved the pastoral relationship between Gary R. Fravel and the Glenwood Presbyterian Church of Greensboro and dismissed him to the Twin Cities Area Presbytery so that he may accept the call of the First Presbyterian Church, St. Croix Falls, Wisconsin, to be their pastor, effective August 22, 1989.

4. Dismissed Alan Duncan Wright to New Hope Presbytery so that he may accept the call from the Mt. Bethel Presbyterian Church of Durham to be their Pastor, effective July 18, 1989.

5. Dismissed Sharon Gettys Stanley to the Presbytery of San Joaquin so that she may accept the call of the Refugee and Resettlement Services in the Sierra Mission Area, located in Sacramento, CA, as Director.

6. Dismissed Robert R. Kopp to Maumee Valley Presbytery so that he may accept the call of the First Presbyterian Church of Maumee, Ohio, as their Pastor, effective December 1, 1989.

B. Establishment of Temporary Pastoral Relationships:

1. Max Deal to the Covenant Presbyterian Church, Winston-Salem, as Interim Pastor, for a period contingent upon a 30 days notice by either party, beginning October 15, 1989.

2. Howard Chadwick to the First Presbyterian Church, Winston-Salem, as Interim Pastor, for a period of twelve months, beginning December 1, 1989, and ending November 30, 1990.

C. Appointment of Session Moderators:

1. James Banbury for the Trinity Presbyterian Church, Winston-Salem.

2. Don Lannon for the Glenwood Presbyterian Church, Greensboro.

ACTION:

Salem Presbytery granted its permission for the Rev. Brad Long to labor outside the bounds of Salem Presbytery to accept the call of the Presbyterian Renewal Ministries to serve as their General Secretary. Presbyterian Renewal Ministries is a Chapter Nine Organization with headquarters in Oklahoma City, Oklahoma. Although this is within Indian Nations Presbytery, Brad wishes to remain a member of Salem Presbytery. Brad and his wife Laura have previously served within Concord Presbytery, and as missionaries to Taiwan.

ACTION:

Presbytery approved Ann Brownlee Jahnes to serve as Stated Supply and Moderator of the Session of the Yadkinville Presbyterian Church for a period of twelve months, beginning October 1, 1989, and ending September 30, 1990.

ACTION:

The Presbytery approved the changes in terms of call of Daniel L. Durway, Pastor of the Crestwood Presbyterian Church of High Point as follows:

	Previous	Present
Cash Salary	$15,600.00	$17,160.00
Pension & Insurance	6,458.00	7,104.00 (est.)
Manse: 30% of base	4,680.00	5,148.00

ACTION:

Norman M. Whitney, pastor of the Bethany Presbyterian Church of Graham, was given permission to serve communion as part of his service as chaplain to the 2nd Batallion, 55th Regiment of the North Carolina State Defense Militia.

ACTION:

Mr. Talmage Fish was granted permission to speak for five minutes on behalf of the Presbyterian School of Christian Education Sponsor's Committee concerning Sponsors Day.

ACTION:

Salem Presbytery referred for futher study the question of a minimum salary for ministers with the intention of raising the proposed minimum to a more acceptable level. Until such a minimum is established in Salem Presbytery, the previous minimums of the former Presbyteries will remain in place.

ACTION:

Presbytery returned the matter of recommended minimum salary standards for church educators to the committee for further study with a view to making the two sets of minimums (ministers and educators) more equitable.

REPORT OF THE COMMITTEE
ON PREPARATION FOR MINISTRY
Z. Holler, Moderator

1. The Committee met on June 27, August 1, August 29, and September 26. Upcoming meetings are scheduled for November 21 and January 2 at 3:15 PM at the office of Salem Presbytery.

2. The Committee is continuing to work out its policies and procedures while meeting as needed with applicants, inquirers, and candidates. Our files, including committee records and forms and the files of those engaged in the preparation process, are now being kept at the presbytery office. Correspondence from or about inquirers and candidates or relating to the preparation process should be sent to Z. N. Holler, Moderator, Church of the Covenant, Box 5507, Greensboro, NC with a copy to Carter Shelley at the office of Salem Presbytery. This practice will help us immensely in coordinating our efforts to serve those with whom we work with maximum decency and order.

3. Items of interest concerning our inquirers/candidates:

   - Bill Reisenweaver (First, Winston-Salem) has received a call to a church Miami Presbytery, Ohio, and his records have been transferred there.

   - Alan Wright (Shallowford, Lewisville) has received a call to the Mt. Bethel Church, Durham, in New Hope Presbytery, and his records have been transferred there.

   - Elizabeth Ayscue (First, Winston-Salem), Martha Anne Fairchild (First, Reidsville), and Beth McCrary (First, Thomasville) have all been approved by the Committee to circulate their PIFs and are seeking calls.

   - Anne-Barton Robison (First, Greensboro) has been removed from our list of inquirers at her request.

   - Candidate Sharon Stanley (Taylorsville) has been approved to circulate her PIF and will be examined today for ordination by Salem Presbytery.

4. The Committee expresses its appreciation for the faithful work of Holly Hileman and Bill Carmines, both of whom found it necessary to resign recently. The Committee also expresses its appreciation for the service of Estelle Curley, a faithful member who died this past summer.

ACTIONS:

a) Frederick Beck (Faith, Greensboro), Dale Davidson (First, Greensboro) and Allison Moody (First, Salisbury) were enrolled as Inquirers in covenant relationship with Salem Presbytery.

b) The following Financial Policy Statement governing Salem Presbytery's allocation of financial aid to its inquirers and candidates and PSCE students was adopted by presbytery:

Principles

Most of our inquirers, candidates and graduate students in Christian Education need financial help in pursuing their preparation for ministry. Such help is a joint responsibility of the student, the student's home congregation, the educational institution, and the presbytery. The policy outlined here envisions close cooperation among all these parties in determining the need and providing the help needed to enable students to pursue their preparation without undue hardship or distractions. The presbytery's help will be allocated on the basis of individual need as demonstrated on the

financial disclosure form of the theological institution she or he is attending. The Committee on Preparation for

Ministry will not only work with the student and the financial aid officers of the institution involved, but will encourage the student's home church to participate with presbytery in providing the support needed.

Salem Presbytery strongly advises its constituents who are preparing for service as ministers of the Word and Sacrament or Christian educators to attend one of the theological institutions of the Presbyterian Church (U.S.A.). An inquirer or candidate or graduate student in Christian Education of this presbytery who decides to attend a theological institution other than those of the PC (USA) should be prepared to give reasons acceptable to the Committee on Preparation for Ministry for such a decision. If the reasons given prove unacceptable to the COPFM, the student may present them to the presbytery for its approval. If approved by either the COPFM or the presbytery, the student will then be eligible for financial aid in accord with this policy statement.

Procedures

1. The student seeking aid will be asked to fill in the financial form provided by his/her theological institution, give the financial aid officer permission to release the form to the COPFM, and request that the financial aid officer send it to this committee, accompanied by student's request for presbytery aid.

2. The presbytery's grants-in-aid will be paid directly to the student's theological institution as early as possible during the instructional period for which they are applicable.

3. The actual amount of the grant to each student will be proportionate to that person's actual need, as compared with needs of others who apply. That is, each student's grant-in-aid will bear the same relation to the total amount of presbytery grants-in-aid as that student's request bears to the total of requests received by the presbytery.

4. Financial needs related to intern ministry programs sponsored and supervised by a student's theological institution will be dealt with through the institution's financial aid office in the same manner as those related to the institution's regular academic program.

c) Kay Daniel, whose records have been received from Charlotte Presbytery, was transferred to Salem Presbytery as a candidate for the ministry of the Word and Sacrament.

d) Having completed the necessary period of inquiry under the guidance and in covenant relationship with the Committee on Preparation for Ministry, Stephen Hannah was examined and received as a candidate for the ministry of the Word and Sacrament in the Presbyterian Church (U.S.A.) in accord with The Book of Order, G-14.0305 e.,f.,g.

COUNCIL
J. Herbert Nelson, Moderator

The Council of Salem Presbytery is continuing to coordinate the work of Presbytery while seeking to expand the participation of it's members and assist in the efforts of Presbytery committees. We are extremely excited about the

pictorial directory for the Presbytery. This should serve as a helpful resource in our becoming better acquainted with one another.

The council has approved the following:

1. A five thousand dollar ($5,000.00) loan to the Trinity Church in Winston-Salem to repair the roof of the sanctuary damaged during a tornado.

2. The purchase of four (4) vehicles for use by Presbytery staff and additional computer equipment for the Presbytery office.

3. A request from the Preparation for Ministry Committee to name Salem's readers for the denominations standard ordination examinations. These readers are Reverend Mrs. Pat Stewart and Reverend Mr. David Daniel.

4. A Salem Presbytery banner, using the Presbytery LOGO has been made.

Council Updates

- The previous approval of the transfer of the deed for the Clemmons church property is nearing completion.

- The Council spent considerable time discussing the request from the Outdoor Ministries Division. We are seeking to aid in strengthening new relationships and partnerships.

Salem remains in partnership with New Hope Presbytery in the ownership and maintenance and continuing camping program at Camp New Hope and Presbyterian Point. Paul Ransford is the interim Director of the camp. In addition, Charlotte Presbytery, Western North Carolina and Salem maintain a relationship in the camping program at Camp Grier. Bart Shaw is the interim director of the camp.

A request from Outdoor Ministries to reexamine the structure of mission design for the Outdoor Ministries Division was made. The reuest was referred to the Goals and Evaluations Committee. Council is continuing to assist in the examination of proposed restructuring.

ACTION:

Presbytery approved the request to churches for an increase in benevolence asking by 5% in 1990 and churches be challenged to increase their giving by 8%.

Council discussed removing the interim status of the camp directors. However, with a concern for being consistent with the Principles of Agreement Council approved the appontment of representatives to serve on a search committee and begin an immediate search for directors.

ACTIONS:

Presbytery approved the interim status of Bart Shaw and Paul Ransford be extended through the calendar year (December 31, 1990) or until other employment is secured. (Note: Salary arrangements for these positions are provided for in subsidies for Outdoor Ministry program).

The unused portion of support for Presbyterian Point and Camp New Hope for 1989 was placed in DESIGNATED RESERVES FOR JOINT OUTDOOR MINISTRY

SUBSIDY for use at Presbyterian Point and Camp New Hope when the yearly audit is completed.

ACTION:

Sessional records presented in 1989 were indicated as "approved" and an ad-hoc committee of Council was authorized to propose review guidelines for the adoption of Presbytery.

Sub-Committee on Honorariums

The Committee studied the issues involved in Presbytery paying honorarium to members of Presbytery and churches of Presbytery for the leadership in Presbytery events and workshops. There wre many variables and antecedent Presbytery traditions discussed which revealed the sensitive nature of this issue. However, the exercise of good stewardship remained a priority along with the need to be cautious in establishing binding policies for honoraria in the early development of the Presbytery.

Therefore, the Committee makes these recommendations with the understanding that this report does not reflect an absolute response to the issues of honorariums. However, in view of a need for some immediate policy we recommend the following:

5) That during the 1990 year no honorariums be given to the members of Salem Presbytery or of the constituent churches of Salem Presbytery for leadership of workshops or other events. However, travel and expenses for workshops should be vouchered expense of Presbytery. This recommendation is to be examined at the end of the year.

Presbytery approved the following:

ACTIONS:

The Committee on the Self Development of People was established in Salem Presbytery.

Churches were encouraged to participate in the 1% asking for the Fund for Theological Education. The giving from churches is to be over and above the church's Benevolent asking.

The area groupings of churches (Appendix C, p. 203) was approved by the Presbytery.

The interim positions of Katy Reed and Kay-Robert Volkwijn be maintained on the staff at their present responsiblity and salary level through April, 1990.

Dr. M. Stevenson Thurston was approved as a representative of Salem Presbytery to the Synod Men's Council.

The present PREM Advocates were approved to continue through 1990.

ACTION:

The following persons were elected to fill vacancies on the Nominating Committee:

Class of 1990

Marion Smith, Burlington
Ed Finley, North Wilkesboro
Ella Mae Phelps, Winston-Salem

Class of 1992

James Frazier, Sparta
Ted Hruslinski, Burlington
Malcolm Bullock, Salisbury
James Price, Bermuda Run
Gladys Bailey, Mt. Airy
Martha Lou Anderson, Greensboro
Valerie Thomas, Mooresville

Youth Representative

Russell James, Greensboro
( )
( )

The position of Moderator has not yet been designated.

PROFESSIONAL DEVELOPMENT COMMITTEE REPORT
Jonathan Barker, Moderator

(John, I do not know if their written report should be included)

OUTDOOR MINISTRIES DIVISION REPORT
Warren Brannon, Moderator

(John, I do not know if their written report should be included)

CONGREGATIONAL LIFE DIVISION
Linda Blessing, Moderator

An address by Jan L. McGilliard, Mid Atlantic Associate of Ministry with Older Adults was postponed until the February meeting. John Hamil and John Brearley made a presentation for the Presbyterian Men regarding a recycling project.

ACTION

Presbytery concurred with the Session of the Elkin Church in the following resolution and challenged its churches to participate in the recyling program.

WHEREAS, God in His wisdom created this magnificent world and placed its care into our hands, and

WHEREAS, the fragil existence of this habitat we call home necessitates concern for all aspects of creation, and

WHEREAS, knowledgeable and prudent scientists agree that the health and future of our planet is in serious jeopardy, and

WHEREAS, we are reminded constantly through the media of threats to our environment, including the greenhouse effect, acid rain, deforestation,

toxic chemical waste, pesticidal residue, contaminated drinking water, and overpopulation, and

WHEREAS, our challenge is to reconcile our shrewd success as a species with the environmental consequences of that success, and

WHEREAS, we have within our God-given resources the technological capabilities to restore the earth to its natural wonder, once again, and WHEREAS, recycling is a practical step in which all people in all places can contribute and make a difference, benefiting society by extending the life of costly landfills, decreasing the need for tax increases, raising funds for benevolent causes, and improving the quality of life for this and future generations, and

WHEREAS, the earth is the Lord's and the fullness thereof, the world and those who dwell therein!

NOW THEREFORE BE IT RESOLVED by the Session of Elkin Presbyterian Church, Elkin, North Carolina, this 29th day of October, 1989, that we pledge our best efforts to promote recycling as a matter of conscience, and as a means of Christian stewardship, and

BE IT FURTHER RESOLVED that we encourage the members and churches of Salem Presbytery, gathered at the First Presbyterian Church Burlington, North Carolina, for their Stated Meeting on October 31, 1989, to join in this partnership, for the sake of God's creation, and to His glory.

Barbara P. Fulp (S)
Clerk of Session

John C. Brearley (S)
Moderator

SINGLES COMMITTEE
Stan Voth, Moderator

Stan Voth spoke on behalf of the Singles Ministries activities.

CHURCH IN THE WORLD DIVISION
Mike Woodard, Moderator

A presentation was made by Robert Bishop, Director of the Zuni Training Center.

HUNGER COMMITTEE
George Carpenter, Moderator

The following domestic grant requests were approved to be paid from the Pennies for Hunger/2-cents a Meal offerings; checks will be mailed as money becomes available.

1.	First Presbyterian Church, Eden; food for pantry	$ 600.00
2.	Meals on Wheels, Thomasville; food to enable expansion of program	3,000.00
3.	Meals on Wheels, Lexington; food to enable expansion of program	2,500.00
4.	Prodigal House, Winston-Salem; purchase food for residents, (men in transition from prison to freedom)	3,600.00
5.	Jubilee House Community, Statesville; food to be used in boxes for the needy	4,500.00
6.	Chatham County Salvation Army, Siler City; food for the food pantry	2,000.00

7.	Father's Table, Urban Ministry of High Point; food for Soup Kitchen	2,400.00
8.	Rowan Helping Ministries, Salisbury; $4,000 for food for distribution in boxes, etc. to poor; $1,000 for Soup Kitchen	5,000.00
9.	Council on Aging, Statesville; provide hot meals to elderly --both home-bound and congregate sites	2,057.00
10.	JOCCA (Joint Orange/Chatham County Action), Pittsboro; home-delivered meals to the elderly	5,276.00
11.	Guilford County Food Fair, Greensboro; purchase food from small farmers; preserve and sell in low and moderate income neighborhoods to poor families; provide instruction on food preservation	600.00
12.	Caswell County Parish, Yanceyville; provide hot and/or frozen meals to homebound elderly/handicapped; food boxes for the needy	6,000.00
13.	Presbyterian Local Ministries of Alamance County, Burlington; Emergency food bags	2,200.00
14.	Crisis Control Ministries, Winston-Salem; food for boxes to be distributed in emergency situations	10,000.00

ADMINISTRATIVE SERVICES DIVISION

BUDGET AND FINANCE COMMITTEE
Don Lannon, Moderator

ASKINGS FOR 1990. Churches in the Presbytery are being asked to increase their Benevolence Giving by 5% with a Challenge of 8%. This is the same increase requested for 1989. Churches are encouraged to accept the Challenge request since funding for 1990 is expected to be below the amounts requested by the Divisions of Presbytery. Churches are also encouraged to return their Acceptance Cards to the Presbytery Office by December 15, 1989, so that a balanced and realistic budget can be prepared.

BUDGET HEARINGS. The Council and the Budget and Finance Committee will be meeting with representatives from committees and divisions for Budget Hearings in November and December.

FINANCIAL STATEMENTS. Attached to this report are the Financial Statements through the third quarter of 1989. Receipts and disbursements are normal for this point in the year. Next year, churches and committees will be receiving regular financial reports. In the meantime, current financial information may be obtained by calling Willie Garvin at the Presbytery Office.

COMPUTERS PURCHASED. Two additional computers have been purchased, one for Willie Garvin and the other for Hewon Han.

AUTOMOBILES PURCHASED. Four new 1990 automobiles have been purchased for our staff. A low bid from Flow Motors was accepted to purchase one Lumina and three Corsicas. These are General Motors vehicles. The total cost will be about $41,500 and will be charged to transitional expenses.

NOMINATIONS COMMITTEE
Rus Howard, Moderator

PRESBYTERY MODERATOR Ed Lewis

PRESBYTERY VICE-MODERATOR Joe Spears

CONGREGATIONAL LIFE DIVISION MODERATOR ( )

CHURCH IN THE WORLD DIVISION MODERATOR Barbara Dua

OUTDOOR MINISTRIES DIVISION MODERATOR Fred Poetzinger

ADMINISTRATIVE SERVICES DIVISION MODERATOR Rosa Yourse

CHURCH DEVELOPMENT DIVISION MODERATOR Donald Hart

PRESBYTERY COUNCIL

MODERATOR	Chip Steele	
CLASS OF 1992	Jim Grant	Rudy Boone
	Norm Whitney	Karen Pearson

COMMITTEE ON MINISTRY

MODERATOR	Jud Milam	
CLASS OF 1991	Jack Trawick	
CLASS OF 1992	Michael Askew	E. B. Freeman
	Roy Carruth	Grant Sharp
	Cora Massey	Esther Preston
	( )	P. S. Snipes

PREPARATION FOR THE MINISTRY

MODERATOR	Z. Holler	
CLASS OF 1990	Carole Chase	
CLASS OF 1991	William S. Shouse	
CLASS OF 1992	David Daniel	J. William Black
	_____	Bob Herron

EXAMINATIONS COMMITTEE

MODERATOR	Ed Brammer	
CLASS OF 1992	Catherine Bonner	Marydell Bright
	Steve Shive	( )

PROFESSIONAL DEVELOPMENT COMMITTEE

MODERATOR	Jonathan Barker	
CLASS OF 1990	( )	
CLASS OF 1991	Mrs. Bob Osborne	
CLASS OF 1992	Jim Banbury	Larry Freeman
	Allen Morrison	

PERMANENT JUDICIAL COMMISSION

CLASS OF 1990	( )	

GOALS AND EVALUATION COMMITTEE

MODERATOR	Aaron Clinard	
CLASS OF 1992	Aaron Clinard	Doug Aiken
	Ginger Booker	

REPRESENTATION COMMITTEE

MODERATOR	Carlton Eversley	
CLASS OF 1990	_____	
CLASS OF 1991	_____	
CLASS OF 1992	Dorothy Mintz	Warren Brannon
	_____	_____

EDUCATIONAL MINISTRY COMMITTEE

MODERATOR	( )	
CLASS OF 1990	Fred Ward	
CLASS OF 1992	Jeanette Dickens	John Hamil
	Martha Yount	( )

LEADERSHIP DEVELOPMENT COMMITTEE

MODERATOR	Jonathan LeCrone	
CLASS OF 1990	Pat Stewart	
CLASS OF 1992	Paul Ridolfi	_____
	_____	

STEWARDSHIP EDUCATION COMMITTEE

MODERATOR	Charles McKee	
CLASS OF 1990	Virginia Cornet	
CLASS OF 1992	Dr. Balsey	Marion Cameron
	Charles McKee	

WORSHIP AND MUSIC COMMITTEE

MODERATOR	Loretta James	
CLASS OF 1992	Claire Holt	Curtis Patterson
	David Pinnix	

RESOURCE CENTERS COMMITTEE

MODERATOR	Ida McCaskill	
CLASS OF 1992	Frank Carter	( )
	_____	_____

YOUTH MINISTRY COMMITTEE

MODERATOR	Fred Coates	
CLASS OF 1991	Sarah Terry	Mark Jordan
	( )	

SINGLES MINISTRY COMMITTEE

MODERATOR	Stan Voth	
CLASS OF 1992	Nancy Terry	Mary Lou Lee
	_____	

ADULT MINISTRY COMMITTEE

MODERATOR	Delores Spielman	
CLASS OF 1991	_____	
CLASS OF 1992	Jack Marshall	( )
	_____	_____

CHILDREN'S MINISTRY COMMITTEE

MODERATOR	Tom Clymer	
CLASS OF 1990	Eleanor Shull	
CLASS OF 1992	Becky Lee-Andrews	_____
	Libby Owen Hemenway	

SPIRITUAL FORMATION AND ENRICHMENT

MODERATOR	Tom Miller	
CLASS OF 1992	Bob Heck	Lou East
	( )	

PEACEMAKING COMMITTEE

MODERATOR	Frank Dew	
CLASS OF 1992	Roy Valencourt	John Morrison
	( )	

HUNGER COMMITTEE

MODERATOR	George Carpenter	
CLASS OF 1992	Ella Mae Phelps	( )
	Charles Cameron	Denny Sebesan

SOCIAL JUSTICE COMMITTEE

MODERATOR	Mary Boyd Click	
CLASS OF 1990	_____	
CLASS OF 1992	Russell Ward	Gray Clark
	Dorothy Mintz	Robert McBride

CRIMINAL JUSTICE COMMITTEE

MODERATOR	George Hunter	
CLASS OF 1990	_____	
CLASS OF 1991	_____	
CLASS OF 1992	Ann Jahnes	_____
	_____	

INTERNATIONAL MISSIONS COMMITTEE

MODERATOR	Alex Coblentz	
CLASS OF 1992	Bob Pittard	Robert Yoder
	_____	

ECUMENICAL RELATIONS COMMITTEE

MODERATOR	Jack Marrow	
CLASS OF 1990	_____	
CLASS OF 1992	_____	
CLASS OF 1992	Bob Button	Harold Fuller
	Lisa Mullen	

RACIAL ETHNIC COMMITTEE

MODERATOR	Katherine Carr	
CLASS OF 1992	Carolyn Brockmann	Margaret Marks
	George Ploger	

WOMEN'S MINISTRY COMMITTEE

MODERATOR	Muriel Ward	
CLASS OF 1990	Gayle Knox	
CLASS OF 1991	Mae Helen Byers	
CLASS OF 1992	Lovie McBryde	Margaret Eckerd
	Muriel Ward	

HIGHER EDUCATION COMMITTEE

MODERATOR	Rocky Ward	
CLASS OF 1992	Doris Betts	George Neal
	( )	

OUTDOOR MINISTRIES COMMITTEE

CLASS OF 1992	Wyatt Aiken	Sammie Braxton
	David Anderson	Charles England
	Allan Cannon	

BUDGET AND FINANCE COMMITTEE

MODERATOR	Don Lannon	
CLASS OF 1991	_____	
CLASS OF 1992	Joe Meddling	Nick Mando
	Sarah Boone	_____

PERSONNEL COMMITTEE

MODERATOR	Jim Eller	
CLASS OF 1991	Lucille Lewis	
CLASS OF 1992	Barron Moore	( )
	Jewelene Parker	

COMMUNICATIONS COMMITTEE

MODERATOR	David Lee-Andrews	
CLASS OF 1992	( )	Robert Lloyd
	Lee Alma Vaughn	

EVANGELISM COMMITTEE

MODERATOR	David Nash	
CLASS OF 1992	George Neal	Weldon Fields
	Bobby Dean	

SMALL CHURCH DEVELOPMENT COMMITTEE

MODERATOR	( )	
CLASS OF 1992	( )	Bill Sosebee
	Phyllis Chambers	

CHURCH DEVELOPMENT COMMITTEE
MODERATOR Steve Hundley
CLASS OF 1992 Virginia Mott
Dr. Suh

NOTE ABOUT ( ) AND _____

Where there is a ( ), a nomination is in process.

Where there is a _____, we need people to be nominated.

Presbytery elected by acclamation the following GA Commissioners and Alternates. Additional Alternates and Youth Advisory Delegates will be elected in February, 1990.

GENERAL ASSEMBLY COMMISSIONERS BALLOT

SALEM PRESBYTERY 1990

PRIMARY CLERGY COMMISSIONERS

_____ HERBERT NELSON

_____ IVAN LOWERY

_____ FRANK DEW

_____ _____

_____ _____

ALTERNATE CLERGY COMMISSIONERS

_____ FRANK ALLEN

_____ ( )

_____ ( )

_____ _____

_____ _____

PRIMARY ELDER COMMISSIONERS

_____ NEIL FLEMING

_____ LADONNA MCARTHUR

_____ DALE DAVIDSON

_____ _____

_____ _____

ALTERNATE ELDER COMMISSIONERS

_____ JANE MILLER

_____ ( )

_____ ( )

_____ _____

_____ _____

YOUTH ADVISORY DELEGATE

_____ JENNIFER SHERYL

_____ _____

ALTERNATE YOUTH ADVISORY DELEGATE

_____ ( )

_____ _____

COMMITTEE ON REPRESENTATION
Carlton Eversley, Moderator

"Now there were dwelling in Jerusalem Jews, devout people from every nation under heaven. And at this sound the multitude came together, and they were bewildered, because each one heard them speaking in their own language. And they were amazed and wondered, saying, 'Are not all these who are speaking Galileans? And how is it that we hear each other in their own native languages? Parthians and Medes and Elamites and residents of Mesopotamia, Judea and Cappadocia, Pontus and Asia, Phrygia and Pamphylia, Egypt and the parts of Libya belonging to Cyrene and visitors from Rome, both Jews and proselytes, Cretans and Arabians, we hear them telling in our own tongues the mighty works of God'." (Acts 2:5-11)

Dr. Luke takes care to record that at the Pentecostal experience of the descending of the Holy Spirit, a wide variety of racial-ethnic groups participated. Middle Easterners, Black Africans, Asians, and southern Europeans were all represented and each heard the Spirit in their own language. No one had to give up who they were in order to be Christian. Groups with more social, political economic power did not force others to be just like them in order to be holy. Luke understands that for the church to build the Kingdom of God authentically, all human groups must be represented. This goes beyond secular affirmative action to building the family of God.

The Presbytery Church (U.S.A.) attempts to reflect this through the Committee on Representation, cited in the Book of Order in G-9.0105. "The Committee on Representation shall serve both as an advocate for the representation of racial ethnic members, women, different age groups, and persons with disabilities, and as a continuing resource to the particular governing body in these areas."

In Salem Presbytery, where the reunion has become real and the Civil War finally settled, the Committee will be coordinating its advocacy and resourcefulness with other groups such as the Black Caucus, the Korean-American congregation, the Racial Ethnic Committee, the Committee on Women of Color, and Ministers of Racial Ethnic Churches. Further, we've initiated contact with the Nominations Committee who had already begun listing of racial/ethnic, gender, and clergy/laity status. Finally, we appreciate the gender and racial/ethnic diversity in our staff, hired not due to the biological configuration of their births, but of the gifts God grew in them in their lives.

To carry out the responsibility of review of the hiring process of Presbytery, the Committee heard the report of the selection of program and support staff. The program staff is made up of one white male clergy and one white female clergy, one black female lay person, and one Korean Clergy. The support staff has four females and one male of several ages, black and white, and several religious affiliations.

The make-up of the Presbytery Committees is as follows:

253 men	144 women	397 total committee

34 Black men	29 Black women	63 Black members (16%)

Chairs of Committees: 35

22 White men	8 White women
4 Black men	1 Black woman

There is concern about the over-representation of clergy and white men. The representation of Black men and women is greater than their percentage of the Presbyterian membership with a ratio of 39000/4000.

STATED CLERK'S REPORT

We have been advised by the General Assembly Stated Clerk that commissioners and the youth advisory delegate to the 202nd General Assembly meeting in Salt Lake City, Utah, must be submitted by February 1, 1990, (because of the early May 29 start of the Assembly). Since Salem Presbytery does not meet next until February 3, 1990, the Commissioners are being elected at this meeting.

Exceptions to Property Provisions In Accordance With G-8.0701

The following churches have notified the presbytery through its Stated Clerk of their actions to claim the exceptions on church property which is allowed under the provisions of the Form of Government, G-8.0701. These congregations have acted in regular manner in accordance with the provisions of the constitution and has notified the presbytery of their actions, as required. No action is required by the presbytery in this matter. Following is the name of the congregation from which the presbytery has received notification since its last stated meeting.

CHURCH	DATE OF CONGREGATION'S ACTION
Trinity, Burlington	April 30, 1989
Flat Rock, Mt. Airy	September 10, 1989
Franklin, Salisbury	September 10, 1989

For some months negotiations have been in progress between the East Burlington and Westview Churches in Burlington concerning merging into one congregation. On September 17, 1989, the two congregations voted affirmatively on the Plan of Merger (Appendix D, pp. 204-213).

ACTION

Salem Presbytery offered its congratulations to the East Burlington and Westview Churches in this new venture. The Plan of Merger was approved. The Moderator was empowered to appoint a Commission of Salem Presbytery to convene the newly formed congregation.

SESSIONAL RECORDS REVIEW COMMITTEE REPORT

The Sessional Records from the following churches were approved:

Alamance
Baird's Creek
Bethany (Graham)
Community in Christ, Presbyterian
Concord
Guilford Park
Pleasant Grove
Sandy Ridge
Shady Side
Shiloh (Burlington)
Speedwell
St. James

Logan
Mebane
Pine Hall
Thomasville, First
Thyatira
Vandalia

BILLS AND OVERTURES COMMITTEE REPORT

A commissioners resolution from the Rev. S. Edwin Lewis concerning the length of term of Presbytery Moderator was referred to Council for recommendation to the February meeting of Presbytery.

RESOLUTIONS COMMITTEE REPORT

The Resolutions Committee submitted to Salem Presbytery the following Oresolution, which was approved:

WHEREAS, we were led in worship hearing the word preached in a powerful way by Sharon G. Stanley, Elizabeth L. Lamb, and Lisa M. Mullen who are candidates for the Ministry of the Word, and the Reverend Charlie Williams of the host church,

AND WHEREAS the sermons and examinations of Sharon G. Stanley, Elizabeth L. Lamb, and Lisa M. Mullen were sustained leading to years of fruitful ministry for our Lord,

AND WHEREAS we were led to the table of our Lord as we broke bread and shared the cup,

AND WHEREAS we were reminded of the multitude of the saints past and present and were enabled to give special thanks for those leaders of our church who have recently entered the Church Triumphant,

AND WHEREAS we were enabled to hear various reports on the life and work for our Lord in Presbytery, Synod, and General Assembly,

AND WHEREAS we installed as Presbytery Associate Staff the persons of Willie Garvin, Hewon Han, and A. Carter Shelley whose service to our Presbytery in the years to come will bring the blessings of God to our life together and in our several congregations,

AND WHEREAS we hve experienced the graciousness of the First Presbyterian Church of Burlington whose courtious and friendly hospitality, whose delicious meal,
and whose efficient and efficacious organization led to the conduct of the business of Salem Presbytery in a memorable way,

THEREFORE BE IT RESOLVED THAT the members of Salem Presbytery meeting on the thirty-first day of October in the year of our Lord nineteen hundred and eighty nine in our fourth stated meeting do hereby give thanks to God for His mercies this day and praise His name for these and all His benefits.

CLOSING WORSHIP

The closing worship was led by Rev. Hewon Han, Associate Presbyter for Congergational Life at 5:40 P.M.

Attested:
John M. Handley
Stated Clerk

REPORT OF DEATHS OF ELDERS AND MINISTERS SINCE NOVEMBER 1, 1988

Bethesda Presbyterian Church		
Ernest L. Owens	Elder	9/7/89
Burlington, First Presbyterian Church		
Milford Elton Sutton	Elder	12/27/88
Robert Dixon White	Elder	1/8/89
Thomas Ogburn Jones	Elder	6/20/89
Robert Flagg Thornburg	Elder	7/26/89
Calvary Presbyterian Church		
Samuel Ramseur, Sr.	Elder	7/30/89
Dellabrook Presbyterian Church		
Mrs. Ida F. Simmons	Elder	5/24/89
Dogwood Acres Presbyterian Church		
Lewis McKee	Elder	
Harold Thomas	Elder	
Flat Rock Presbyterian Church		
Pershing Pell	Elder	10/17/89
Forest Hills Presbyterian Church		
David Scott Butterworth	Elder	3/5/89
Grace Presbyterian Church		
Medora Y. Hill	Elder	12/18/88
John Tyler Bausman	Elder	8/28/89
Graham Presbyterian Church		
John Hardie Stockard	Elder	12/3/88
Greensboro, First Presbyterian Church		
Gilbert Worth Covington	Elder	4/7/88
Cornelius Monroe Vanstory, Jr.	Elder	5/5/88
Thornton Higbie Brooks	Elder	10/31/88
Luther Thomas Bass	Elder	2/23/89
Arthur Byron Farrar	Elder	8/19/89
Claibourne H. Darden	Elder	10/4/89
Greenwood Presbyterian Church		
Mrs. Ruby Jones	Elder	9/23/89
Hawfields Presbyterian Church		
Ralph H. Scott, Sr.	Elder	4/2/89

Highland Presbyterian Church

William Wood	Elder	2/8/89
Ansel Fowler	Elder	9/13/89

High Point, First Presbyterian Church

John Womack	Elder	
Hugh Evans	Minister	10/12/89

Jamestown Presbyterian Church

Mrs. Mary Leet Hodgin	Elder	1/28/89

Mebane Presbyterian Church

Ralph C. Ray	Elder	12/15/88

Mooresville, First Presbyterian Church

Albert Harold Copelan	Elder	9/22/89

Mount Vernon Springs Presbyterian Church

Zollie Elsie Edwards Martin	Elder	1/20/89

Pittsboro Presbyterian Church

Audrey Goodwin	Elder	10/6/89

Saint Andrews Presbyterian Church

Harold Liner	Deacon	8/6/89

Speedwell Presbyterian Church

Ruby Nance Robertson	Elder	11/8/88

Spencer Presbyterian Church

Robert L. Harrison	Elder	1/7/89

St. James Presbyterian Church

Estelle Curley	Elder	6/3/89

Stony Creek Presbyterian Church

Samuel Burgess Sadler	Elder	11/7/88

Third Creek Presbyterian Church

Melville A. Lentz	Elder	8/1/89

Westminster Presbyterian Church (Greensboro)

Thomas Murray Richmond, Sr.	Elder	8/28/89

COMMUNICATIONS

1. TERMS OF CALL - INCOMING

Candidates

Sharon Stanley - Director of Refugee Resettlement Services
Synod of Pacific - Nevada, Sacramento, San Joaquin & Stockton

Elizabeth Lyle Lamb - AoP Asheboro, First

Lisa Marie Mullen - AoP High Point, First

Transfers

Fredrick R. Horner - AoP Greensboro, First
Reagan Philip Gibbs - Collinstown and Francisco

2. TERMS OF CALL - OUTGOING/PENDING

William Reisenweaver - Miami Presbytery
South Charleston, Ohio

Robert R. Kopp - Maumee Valley Presbytery
First, Maumee, Ohio

3. INSTALLATION COMMISSIONS

Elizabeth Lyle Lamb, 7 p.m., November 19, Asheboro
Sharon G. Stanley, 8 p.m., November 1, Taylorsville
Fredrick R. Horner, 11 a.m., December 10, Greensboro
Reagan P. Gibbs, 7:30 p.m., December 10, Westfield
Lisa Marie Mullen, 11 a.m., December 3, High Point

4. MINUTES OF COMMISSIONS TO INSTALL

Stevan Alan Snipes - North Wilkesboro
Dennis J. Sebesan - Jamestown
J. William Black - Pine Ridge/Hills
Robert Alvin Bryant - Cross Roads

5. INVITATIONS FOR MEETINGS

February 3
April - Westminster, Greensboro
July - First, High Point
October

6. PROPERTY TRANSFERS

To Clemmons from Concord
To Salem from Concord - Warranty Deed, sharing Camp Grier

7. MATERIALS SURROUNDING THE EAST BURLINGTON/WESTVIEW MERGER

8. CHAPTER 8 EXEMPTIONS

Trinity, Burlington	April 30, 1989
Flat Rock, Mt. Airy	September 10, 1989
Franklin, Salisbury	September 10, 1989

9. Instructions from Stated Clerk regarding February 1, 1990 deadline for General Assembly Commissioner and Youth Advisory Delegates.

10. Requests Docket/Display time:

Zuni Presbyterian Training Center	10 minutes
Mid-Atlantic Association for Ministries with Older Adults - Jan McGilliard	10 minutes
Talmage Fish - PSCE Alumni/Sponsors	5 minutes

Montreat Conference Center Display
GA Stewardship & Communication Development
Video Christmas Joy Offering re Racial Ethnic Institutions including Barber Scotia - "A Sense of Belonging"

11. GA Global Missions Unit - Clif Kirkpatrick & GA Staff - Evelyn Fulton re The Layman's attack on Syngnoon Rhee, Associate Director

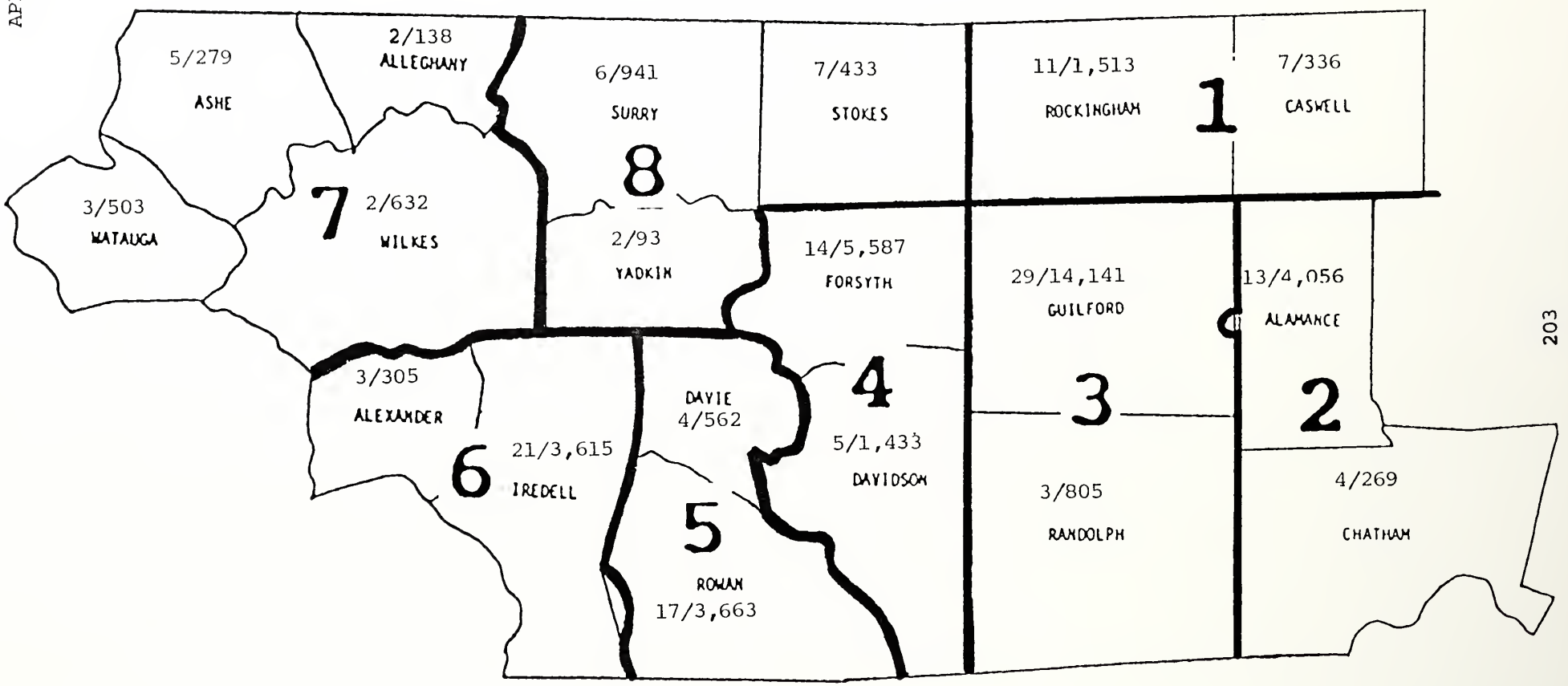
Letter from Youngil Cho, National Korean Presbyterian Council

12. RE Hurricane Hugo

SALEM SECTIONS

SALEM PRESBYTERY

Post Office Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, North Carolina 27012
Telephone (919) 766-3393



19 Counties

158 Churches

39,304 Communicants

P L A N O F M E R G E R

BETWEEN THE

EAST BURLINGTON PRESBYTERIAN CHURCH

BURLINGTON, NORTH CAROLINA

AND THE

WESTVIEW PRESBYTERIAN CHURCH

BURLINGTON, NORTH CAROLINA

TO FORM THE

_____ PRESBYTERIAN CHURCH

BURLINGTON, NORTH CAROLINA

CONTENTS

MISSION STATEMENT

ARTICLES OF AGREEMENT

MISSION STATEMENT

"By faith Abraham obeyed when he was called to go out to a place which he was to receive as an inheritance; and he went out, not knowing where he was to go." (Hebrews 11:8 RSV) Like Abraham, all of us are called on occasion to leave the familiar behind and go in faith to a new place. We, the congregations of the East Burlington Presbyterian Church and the Westview Presbyterian Church, feel that God is calling us to take such a step in becoming the ___*___Presbyterian Church.

We recognize that we will continue to be wayfarers, still seeking "the city with foundations, whose architect and builder is God." (Hebrews 11:10) Nevertheless, our merger appears to be a significant signpost along the trail of grace. Many fervent prayers have been offered in these past years for the renewal of our churches, and in our negotiations together we have perceived the working of God's Spirit in new and unexpected ways. "Behold, I am doing a new thing; now it springs forth, do you not perceive it?" (Isaiah 43:19) The words of the prophet appropriately express what we feel. God has shown himself to be the God of a new beginning in the rescue of a people from Exile, in the coming of a Messiah and in the formation of a new community of faith, the Church. In a small way, we understand ourselves to be a part of this process.

On the other hand, God's gracious intervention always requires a response of faithful obedience on the part of his people. The exiled Israelites needed faith and courage to return to a land ravaged by war. The disciples of Jesus Christ were warned that to follow him meant "to take up a cross." The Church was formed by the power of the Spirit in order that the gospel might

be preached to an often hostile ancient world. New beginnings always bring with them new responsibilities. It will be the same for us.

By faith, we promise to keep moving in response to the call of God's Spirit. All of our problems will not be solved by the action we take. Indeed, this merger creates new situations that will require patience, understanding and love. However, these new situations are also new possibilities in which we can listen in a fresh way for God's will. We pray that this process will bring us closer to the Savior whom we seek to serve. It is our hope that the ___*___ Presbyterian Church will be the kind of community which is open and responsive to the stranger in our midst. We ask to truly be the Body of Christ, compassionately sharing the pain of those who hurt and rejoicing with those who rejoice. (cf. Romans 12:15, II Corinthians 1:3-7)

* Refer to Article 1.8

ARTICLES OF AGREEMENT

BETWEEN EAST BURLINGTON PRESBYTERIAN CHURCH AND WESTVIEW PRESBYTERIAN CHURCH, BURLINGTON, NORTH CAROLINA

PREAMBLE

The Articles of Agreement embody the contractural commitments of the East Burlington Presbyterian Church and the Westview Presbyterian Church, both of Burlington, North Carolina, concerning the means by which the members, officers and property of those Churches shall be and become the members, officers and property of the ___*___ Presbyterian Church. The Articles of Agreement record the details of the merger. Their contents demonstrate the continuity of the merged Church with each of its antecedents. The merged Church will be in all ecclesiastical, legal and other respects the continuing entity of the East Burlington Presbyterian Church and the Westview Presbyterian Church.

Once the two Churches have approved the Plan of Merger in accordance with their separate Constitutions and the merger has been effected, the single merged Church will come into being and the separate existences of the two Churches will terminate. The two parties to the original agreement will no longer be in existence as separate Churches and hence the agreement cannot thereafter be altered. By the act of merger, the separate interests of the two parties reflected in the agreement are united into one merged Church that could not represent the concerns of either predecessor body if some change in the Agreement were proposed.

1.0 Article 1. Continuity of the ___*___ Presbyterian Church with the East Burlington Presbyterian Church and the Westview Presbyterian Church

1.1 These Articles of Agreement are intended to, and they do, provide for the merger of the East Burlington Presbyterian Church and the Westview Presbyterian Church to form one Church which shall be known as the ___*___ Presbyterian Church. Whenever it becomes necessary to identify the East Burlington Presbyterian Church or the Westview Presbyterian Church after the merger, the ___*___ Presbyterian Church is, and shall be the successor each and the successor shall have that identity. The history of the ___*___ Presbyterian Church is, and shall embody the history of the East Burlington Presbyterian Church and the Westview Presbyterian Church. These Articles shall be interpreted consistently with the foregoing. The East Burlington Presbyterian Church, the Westview Presbyterian Church, and the ___*___ Presbyterian Church affirm that it is the intention of each that the ___*___ Presbyterian Church, from the time of merger, shall comprise and be one single ecclesiastical entity which is the continuing Church resulting from the merger of the East Burlington Presbyterian Church and the Westview Presbyterian Church.

1.2 Each and every member of the East Burlington Presbyterian Church and the Westview Presbyterian Church shall be a member of the ___*___ Presbyterian Church.

1.3 Each and every ordained officer, whether elder or deacon of the East Burlington Presbyterian Church and of the Westview Presbyterian Church shall be the comparable officer of the ___*___ Presbyterian Church, elder or deacon.

1.4 The pastoral relationship between Frank J. Allen, Jr. and the Westview Presbyterian Church shall continue in the __*__ Presbyterian Church. The terms of call shall be: Salary-$19,800 annually with use of Manse, utilities and Medical insurance and Pension provided; Annual allowances: $3,000-automobile, $600-Study leave, $1,500-Social Security and vacation of one month per calendar year and two weeks study leave per calendar year.

1.5 The session of the East Burlington Presbyterian Church and of the Westview Presbyterian Church shall be combined upon merger for a period of one year.

East Burlington

Eleanor J. Durham	Alice M. Johnson	Ruth W. Kizziah
Anna M. Matherly	Wade N. Redding	Helen W. Roberts
Harold A. Stanfield	Glenn H. Thompson	Anne W. Tolley

Westview

Harry M. Clark	James F. Ferrell	Doris W. May
David Moore, Jr.	Thomas N. Wagner	Margaret B. Windham

1.6 Harry Clark will serve as Clerk of Session for one year.

1.7 The Board of Deacons of the Westview Presbyterian Church shall continue for a period of one year as follows:

Moderator: William W. Whitley Secretary: E. W. Ferrell

William J. Draver Kenny L. Foster William A. Mensing

Barbara N. Moore Kaye P. Morgan Stephen E. Vaughn

1.8 The process of selecting a new name shall be determined by the newly formed session.

2.0 **Article 2** Trustees and Corporate Structure

2.1 The trustee and corporate structure of the East Burlington Presbyterian Church and the Westview Presbyterian Church, together with all property, real and personal, held by them shall be the trustees and corporate structures of the ___*___ Presbyterian Church, for a period of one year. Such legal procedures shall be undertaken without delay as may be necessary and expedient to assure that all property, real and personal, held by the Churches before merger are clearly identified as the property of the ___*___ Presbyterian Church.

2.2 The continuity and integrity of all funds held in trust by such trustees or corporations shall be maintained, and the intention of the settlor or testator as set out in the trust instrument shall be strictly complied with. Whenever necessary, steps shall be taken to demonstrate that the ___*___ Presbyterian Church has succeeded to the beneficiary named in such trust instrument.

3.0 **Article 3.** Transitional Composition

3.1 During the period immediately following merger, and continuing for a period of one year, the session of the ___*___ Presbyterian Church shall consist of the pastor, Frank J. Allen, Jr.,

and the elders in active service at the time of merger:

Harry M. Clark	Eleanor J. Durham	James F. Ferrell
Alice M. Johnson	Ruth W. Kizziah	Anna M. Matherly
Doris W. May	David Moore, Jr.	Wade N. Redding
Helen W. Roberts	Harold A. Stanfield	Glenn H. Thompson
Anne W. Tolley	Thomas N. Wagner	Margaret B. Windham

4.0 **Article 4.** Location of the ___*___ Presbyterian Church

4.1 The congregation of the ___*___ Presbyterian Church shall begin, immediately after the merger, to use the facilities and occupy the structure of the former Westview Presbyterian Church, 1126 West Webb Avenue. The facilities and structure of the former East Burlington Presbyterian Church, 800 Fair Street, shall be closed at the merger and be listed for sale. The proceeds of the sale shall become the property of the ___*___ Presbyterian Church.

4.2 Properties of the former East Burlington Presbyterian Church which are not to be included in the sale shall be transferred to the facilities and structure of the ___*___ Presbyterian Church. The session of the ___*___ Presbyterian Church shall have oversight of the decisions as to which properties may be removed before the sale.

4.3 The ___*___ Presbyterian Church will utilize the stained glass windows from the East Burlington Presbyterian Church in its structure. The session will be responsible for the immediate removal, storage and replacement of the windows.

4.4 The written histories of the antecedent Churches shall be diligently preserved. An update of the histories of the two Churches should be undertaken indicating a common heritage and hopes for the future.

5.0 **Article 5.** Procedures for Implementing Merger

5.1 When the sessions of the two merging Churches shall have approved the Plan for Merger by a favorable vote on Formal Question 1, the congregations shall consider the matter at a meeting to be held on September 17, 1989.

Formal Question 1 is:

Resolved: that the session approve and recommend to the congregation merger with the Westview Presbyterian Church (East Burlington Presbyterian Church) under the proposed Plan of Merger consisting of Mission Statement and Articles of Agreement, both of which are attached to this resolution, and by this reference are incorporated as a part hereof.

5.2 Each congregation shall report its action on Formal Question 2 below to the Presbytery of Salem at its meeting October 24, 1989.

Formal Question 2 is:

Resolved: that the congregation of the East Burlington Presbyterian Church (Westview Presbyterian Church) give its approval to merger with the Westview Presbyterian Church (East Burlington Presbyterian Church) under the proposed Plan of Merger consisting of Mission Statement and Articles of Agreement, both of

which are attached to this resolution, and by this reference are incorporated as a part hereof.

5.3 When the Presbytery of Salem shall have approved of the merger of the two Churches, following approval of Formal Question 1 by the sessions, and the approval of Formal Question 2 by the congregations, then the Presbytery of Salem shall appoint an Administrative Commission to gather at the location of the ___*___ Presbyterian Church to convene the congregation of the ___*___ Presbyterian Church.

* Refer to Article 1.8

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VOLUME II

NUMBER 1

Minutes of

SALEM PRESBYTERY

FIFTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
MOORESVILLE, NORTH CAROLINA
February 3, 1990

MINUTES OF

SALEM PRESBYTERY

FIFTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
MOORESVILLE, NORTH CAROLINA

February 3, 1990

OFFICERS

Moderator	Dale Davidson
Moderator-in-Nomination	S. Edwin Lewis
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Interim Associate for Witness and Missions	Kay-Robert Volkwijn
Interim Hunger Action Enabler	Catherine J. Reed
Administrative Assistant	Mickey Wiggins
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Secretary	Rhonda Johnson
Receptionist/Secretary	Jim Clinard

OFFICE OF PRESBYTERY

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2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

FIFTH STATED MEETING
MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH
MOORESVILLE, NORTH CAROLINA
February 3, 1990

The Fifth Stated Meeting of Salem Presbytery was called to order by Moderator Dale Davidson at 9:00 a.m. on Saturday, February 3, 1990, in the First Presbyterian Church of Mooresville, North Carolina. The morning prayers were led by the Rev. Katy Reed.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, G. "Woody" Alexander, Frank Allen, Michael Askew, Jim Banbury, Jesse W. Bledsoe, Linda Blessing, Ernest M. Bradford, Warren C. Brannon, John Brearley, Bob Bryant, Malcolm Bullock, Tyrone Burkette, Robert E. Button, George S. Calhoun, George Carpenter, Charles R. Carter, Carole F. Chase, Mary Boyd Click, Tom Clymer, Fred Coates, Watt M. Cooper, J. Alex Coblentz, Kermit Dancy, David Daniel, Frank A. Davison, Robert F. Dean, F. Marion Dick, James A. Dickens, C. Wayne Dixon, Carl W. Dumford, Chris East, James W. Eller, Carlton A. G. Eversley, McLean Faw, Robert Fiedler, Roscoe B. Fisher, James T. Frazier, E. B. Freeman, Robert O. Freeman, Harold Fuller, Tempe Fussell.

G-M

Joseph M. Garrison, Calvin P. Gentry, Reagan Gibbs, Scott Girard, James H. Grant, Jr., Lucius A. Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Everett A. Hewlett, Cynthia R. Higgins, Sam Hobson, Z. N. Holler, Fred R. Horner, Joanne Hull, Steve Hundley, Guy S. Hunt, Jr., George Hunter, Henry J. Keating, William R. Knox, Lisa Lamb, Donald E. Lannon, David Lee-Andrews, Robert Lewis, S. Edwin Lewis, Ivan Lowery, Jack Roger Marrow, Robert M. Matthews, Charles T. McKee, Judson J. Milam, John Milholland, E. Tom Miller, James F. Miller, Reid Montgomery, Allen E. Morrison, William H. Morrison, Lisa M. Mullen.

N-Z

George F. Neal, J. Herbert Nelson, David Partington, Steve M. Pharr, Joseph L. Pickard, A. B. Plexico, George Ploger, Catherine J. Reed, Leland Richardson, James M. Rissmiller, Jean Rodenbough, Dennis J. Sebesan, Carter Shelley, Jerold Shetler, Steve Shive, Steve Snipes, Billy F. Sosebee, Laura Spangler, Joe Spears, Rollin M. Steele, Jr., Patricia Stewart, Jamie D. Stimson, Glenn C. Thomason, John G. Truitt, Jr., Robert Lee Turner, Stan Voth, Harold F. Waldruff, W. Russell Ward, Jr., Norman M. Whitney, Sr., John Wilkerson, Frank C. Wilkinson, Jim Wilson, Paul Woodall, Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James Allen, Jonathan Barker, John W. Bell, L. Adlai Boyd, Edwin Brammer, William D. Carmines, M. Gray Clark, S. Jay Click, Frank M. Dew, M. Susan Dobyns, Barbara

Dua, Daniel L. Durway, John Eliason, Robert C. Evans, III, Dusty K. Fiedler, Joseph W. Flora, Phillip E. Gehman, J. Stimson Hawkins, Robert W. Herron, Linn Rus Howard, Ann B. Jahnes, William S. Johnson, Walter W. King, Robert Lee, Paul Lindsey, William F. Long, Steve A. Martin, James M. Mauldin, Donald Mimbs, S. Curtis Patterson, Karen Pearson, William T. Perkins, Jamie Bibee Pharr, Phillip Justin Pogue, Paul N. Ridolfi, Paul S. Ryoo, William D. Varker, Rockwell P. Ward, Benjamin F. Williams, Charles Williams, J. Gordon Williams.

The following Ministers were unexcused:

J. William Black, William H. Chappell, Robert R. Childs, Jr., Clyde T. Cook, Max Deal, Robert L. Ellis, Larry W. Freeman, Carter Gillespie, William S. Johnston, David A. Long, III, Laura C. Long, Z. Bradford Long, Jonathan W. Lovelady, Kathleen Murdock, David Nash, Robert S. Osborne, Richard Osmer, Franklin L. Partridge, III, Gerald N. Reiff, Grant M. Sharp, Danny M. Sharpe, James W. Smith, Jr., Jeffrey D. Smith, Jerry M. Smith, John B. Talmage, Michael E. Woodard.

The following Missionaries and Chaplains were excused:

Sherron Kay George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, Cecil C. Callis, L. B. Colquitt, Jr., Bobby L. Combs, Herbert H. Culler, William M. Currie, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Dewitt F. Helm, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, Jerry McCann, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, W. Clark Porter, III, James L. Price, Jr., Charles Reckard, John A. Redhead, Jr., William C. Rhodes, Jr., Lester E. Sheppard, William W. Sloan, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Bain F. Allred, Ralph Hobbs, Richard M. Royal, Allen Temple Katherine Carr, James Miles, Asbury Robert Overby, Asheboro, First J. Carlyle Daniel, Russell Walker, Jr., Back Creek Gilbert Goodman, Bethany (Graham) Henry Flythe, Bethany (Statesville) Dorothy Grose, Bethel Jimmie Flippin, Bethesda (Ruffin) David K. Neal, Bethesda (Statesville) Sue Cook, Beulah Rick Holbrook, Elizabeth Scott, Bixby Julia Cornatzer, Booneville, First E. L. Cundiff, Marilyn Scales, Brentwood Mary F. Bailey, Buffalo Edna K. Bell, Jean Dross, Calvary A. E. Peterson, Fred Tatum, Jr., Cameron John C. Chambers, Phyllis Chambers, Hallie Davidson, Centre Margaret Cowan, Church of the Cross Marion Lanier, Clemmons John F. Carlile, Cleveland Pauline B. Allison, Clio J. Adrian Dobson, Collinstown Ruth Hill, Community in Christ John Gemuenden, Ken Griffin, Concord John H. Ervin, Colleemee Grier C. Waller, Covenant Harry D. Wilson, Cross Roads John Coble, Dogwood Acres Bob Lindley, Eden, First Horace Penn, Edward Webb Memorial Gladys W. Bailey, Elkin Byron Wolfe, Fairmont Bruce Mize, Faith I. E. Martin, Fieldstone Jerry Miller, Fifth Creek Roger Niblock, Flat Rock Jessie Welborn, Forest Hills Stan Bittner, Forest Park Mike Clendenin, Francisco Betty Wright, Franklin G. S. Thomason, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Grace Frank K. Thomas, Sr., Allen D. Tate, Graham Jean T. Thompson, Greensboro, First Jane H. Armfield, Ed Bradsher, Emmett W. Bringle, Bennie Lee Inman, Ernest

Lee, Guilford Park Charles R. Bailey, Ruby Scott, Hawfields Elmo Albright, N. N. Fleming, III, High Point, First Bill Boyles, Aaron Neal Clinard, George S. Erath, Highland Parks Berryhill, Flora N. Winfree, Immanuel Sue E. Lambert, Jamestown Barbara H. Bentley, Kernersville, First Martha Faye Collins, Lansing Fred Carter, Lexington, First John Barker, Bill McMurray, Lexington, Second Claude Graves, Lloyd Ada S. Brown, Edwin L. Patterson, Ruth M. Patterson, Logan Dorothy Mintz, Madison Mary Siewers Patterson, Mebane Wilson G. Jeffreys, Memorial Richard Foust, Mocksville, First Perry Call, Mooresville, First Bill Neel, Eddie Nelson, Mt. Jefferson Harry Hamilton, Mt. Tabor Roy L. Carruth, Mt. Vernon Lucille Phifer.

N-Z

New Creation Community Anne S. McKee, New Salem J. M. Lackey, North Wilkesboro L. Ray Burris, III, Oakland Ed Cole, Parkway Coretta Blanchette, V. Derron Daugherty, Jr., Pilot Mountain, First Tim A. Palmer, Pittsboro Charles W. Cameron, Pleasant Grove Jeanette Watson, Prospect Bill Lowrance, Presbyterian Church of the Covenant John E. Barney, Lib E. Linker, Randolph Darrell Albertson, George Slaydon, Reid Memorial Mae Helen Byers, John B. Faulkner, Jr., Valarie C. Thomas, Reidsville, First R. E. Balsley, Salisbury, First Becky Lowery, Harold C. Mesimer, Linda Thurston, Salisbury, Second W. W. Blackman, Sedgefield Bill Poe, Shady Side Betsy Calhoun, Geneva Gilchrist, Shallowford Sally Gant, Smyrna Mitchell Dixon, Sparta Peggy Frazier, Spencer Luther R. Miller, Springwood Henry Tickle, St. Andrews Dan Meckley, St. James Catherine T. Bonner, Lovie McBryde, Anngie Purcell, Rosa Yourse, St. Paul (Greensboro) Ron Ervin, St. Paul (High Point) Thomas Leach, Starmount Robert B. Lloyd, Jr., Craig Siler, Carl W. Treleaven, Stony Creek Daren Greene, Abner R. Miles, Tabor Dorman "Bud" Tatum, Taylorsville Babara L. Hayes, Third Creek Hannah Padgett, Thyatira Correll Hall, Trinity (Burlington) Franklin Lyerly, Robert VonBergen, Trinity (Winston-Salem) Robert E. Pursley, Trinity United Franklin Lyerly, Gladys Winston, Unity Tom Wetmore, Wentworth W. D. Sherron, Westminster (Burlington) Tom Wagner, Westminster (Greensboro) Allan Cannon, Winston-Salem, First Whit East, William E. East, James S. Price, Jane Shouse, Harold E. Wingert, Yadkinville Bud Alexander, Yanceyville Buford B. Pearson.

The following Churches were excused from having representation at this meeting of Presbytery:

Baird's Creek, Crestwood, Danbury Community, Fellowship, Glenwood, Hills, Korean First, Mt. Airy, First, Mt. Vernon Springs, Old Providence, Piedmont, Thomasville, First, Vandalia.

The following Churches were not present and did not request an excuse from this meetin of Presbytery:

Boone, First, Burlington, First, Dellabrook, Ebenezer, El Bethel, Elmwood, Glendale Springs, Greenwood, Griers, Gulf, Harmony, Hope View, John Calvin, Joyce, Laurel Fork, Little Joe's, Love Valley, Milton, Mocksville, Second, Oakview, Old Town, Peak Creek, Pine Hall, Pine Ridge, Red House, Riverview, Rumple Memorial, Sandy Ridge, Shiloh (Burlington), Shiloh (Statesville), Siler City, Southminster, Speedwell, Statesville, First, Stoneville, Whispering Pines, Yadkin United.

The following Church Professionals were enrolled:

Bill Chase, Donna Chase, Ida K. McCaskill, Rebekah Lee-Andrews, Leslie McLeod, Ella Mae Phelps, Delores Spielman, Myrtle Stevenson, Sara Frances Thompson, Parks O. Williams.

The following Visitors were registered:

G. Douglas Aitken, Jr., Sabina Alexander, Margaret Auten, J. Lawrence Ayers, W. Reade Baker, Marvin R. Barber, Elisabeth Barksdale, Annie Bates, Frederick Beck,

Helen Branford, Marian G. Cameron, Franklin Campbell, Mittie B. Campbell, Margaret L. Carr, Mary H. Carr, Dr. Howard Chadwick, Henry Clement, Robert F. Clodfelter, Jr., Charles Conner, Greta Conner, Bill Cooke, Ginny Couch, Tinsie Cowan, Louise F. Cummings, Hallie Cundiff, Dale Davidson, Michelle Davidson, Denny Deaton, Martha C. Dobson, Trevor Downie, Sam Edmiston, John Essen, Weldon Fields, Gladys Fishel, Mrs. Roscoe Fisher, Robert Gilchrist, Raymond Gill, Lonnie Goode, Creola Goodman, Annie Grace, Genevieve K. Greenlee, Luella J. Graves, L. M. Harris, Donald Hart, Sandra W. Heckman, Ethel R. Holmes, Catrelia S. Hunter, Elizabeth e. Inman, Bob Jeffords, Ben Johnson, Joyce Johnson, Pat Johnson, Jane Jones, Daisy Keaton, Dale Kistler, Kayl Knox, Ruth Lenger, Alan Lewis, Harriet Lipe, Sheryl Lowery, Betty Lowrance, Darlene H. Lylton, Ruth Mansi, Margaret Marks, Allen Marshall, Cora Massey, Robert McBryde, Idella S. McClelland, Willie McClendon, Micki McClure, Ann McKenzie, Miriam McNeely, Sally McQueen, Jane Miller, Craig Mills, Reginald Mills, Marge Monroe, Virginia A. Mott, John Neely, Mike Nevling, Martha Barksdale Nichols, John Oehler, Jewelene Parker, Robert A. Paschal, Fran Phillips-Olson, Esther Ploger, Kenneth Pollock, Fred Poetzinger, Adam Poore, Amanda Ragland, Jack Rgland, Mrs. J. G. Ragland, Julia M. Richmond, Wesley Roach, Jeff Robinson, Otis Scott, Richard Skaff, Rev. Robert Boynton Smith, Thelma R. Smith, Matt Spielman, B. C. Stevenson, Henry Stockton, Opal Stockton, Howard C. Taggert, Danny Taylor, Dr. Steve Thurston, Alma P. Waddell, Betty Ward, Sheila Weckerly, William C. Weckerly, Joseph Welborn, Scott Wilkinson, Marienne Woods, Shelton Woodson, Madalu Wright, Aurelia Young.

The following Salem Presbytery Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Paul Ransford, Bart Shaw, Kay-Robert Volkwijn.

DOCKET

The docket was approved as presented by the Moderator of Council, Chip Steele.

WELCOME

The Governing Body was welcomed by Elder, Bill Ducker of the First Church, Mooresville. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time were introduced and welcomed. Ruth Lenger, Assistant to the Pastor, Forest Hills Presbyterian Church, was introduced to the Presbytery and was granted privilege of the floor. The following visitors were also introduced:

Bob Smith from the Board of Pensions
Reid Baker from Barium Springs Home for Children
The Confirmation Class from Mooresville First

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, pp. 40-41.)

ACTION:

Salem Presbytery confirmed the re-election of Thomas S. Douglas, III, and the election of Dr. R. Scott Woodmansee as Trustees of Davidson College, Class of 1993.

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, pp. 42-45.) The minutes of the Commission to constitute the merger of the East Burlington and Westview Churches forming the Westminster Church were admitted to record. (Appendix C, p. 46.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Resolutions: Buford Pearson
Joanne Hull

Bills & Overtures: Scott Woodmansee
Bill East
Karen Pearson

REPORT OF PRESBYTERY COUNCIL
Rollin "Chip" Steele, Moderator

Your Council has been hard at work fulfilling its varied responsibilities since the last meeting of Salem Presbytery. Two full days were spent in November and December in the budget building process with the Budget and Finance Committee.

Each Committee of Presbytery reported its work and its 1990 budget requests. The Council and the Budget and Finance Committee recommended cuts to various Divisions based on careful evaluation of the participated income for 1990 and the overall needs of the various parts of the structure. The Divisions, composed of the Chairs of its various committees, agreed on how each Committee budget would be adjusted to meet the requested total reduction for the Division. The Council is most appreciative of the positive, cooperative spirit displayed by all the Divisions and their committees. There is genuine excitement about the plans presented for 1990.

Council rejoiced with its retiring Chairman, the Reverend Herbert Nelson, pastor of the St. James Church, Greensboro, in the announcement of his upcoming wedding to the Reverend Gail Porter on April 21, 1990, in New Orleans, La. Herb's leadership in 1989 has been most appreciated.

ACTIONS:

Presbytery appointed the Rev. James T. Frazier to be Moderator of the Nominations Committee for 1990.

Presbytery approved and authorized the Sacrament of the Lord's Supper during the April 28, 1990, annual meeting of the Presbyterian Women.

ACTION:

In order to facilitate the movement of routine business through meetings of Presbytery, the Presbytery approved the following Omnibus Motion policy to be used beginning in the April, 1990, meeting.

Omnibus Motion for routine business

1. How matters are included in OM:

    a. Chairperson of committee indicates which motions might be included.

b. Council chairperson, moderator and stated clerk decide the motions to be included and formulate the Omnibus Motion.

c. All items in the OM will be listed in the OM AND in their original report, designated by (OM).

2. How matters may be removed from the OM:

a. Any member of the governing body may request removal of an item included in the OM, whereupon that item shall be removed and presented to the governing body as part of the report from which it originated.

b. When the OM is presented on the floor, opportunity shall be given for members of the governing body to request, without comment or debate, for removal of specific items from the OM.

c. A favorable vote on the OM shall be recorded as a favorable vote on all matters included in the motion.

3. When the Omnibus Motion is to be considered:

a. The OM must be considered on the Docket before any committee, council or commission business matters are presented.

b. Reception of candidates and ministers may precede the OM, as may other informational or inspirational reports.

4. Examples of items which can be included.

Minutes of Commissions to install;
Changes in terms of calls to ministers;
Places -- Dates of presbytery meetings;
Routine, NON-controversial matters.

So that the Minutes of Presbytery might be more readily available to pastors and sessions and to reduce printing costs, the following plan for printing and distributing Presbytery Meeting Minutes was approved.

ACTION:

Copies of Presbytery Minutes will be sent to Ministers and Clerks of Session after each meeting of Presbytery. Report of Council's approval of Minutes will be reported at the next Stated Meeting of Presbytery. At the end of each year, a small number of copies will be bound to serve as the official records of Salem Presbytery to be sent to Synod, General Assembly and others for historical purposes.

At the October 31, 1989, meeting, Presbytery disapproved the seeking of an Associate for Witness and Mission on the program staff. This position was to have included in its responsibilities the work of the Hunger Action Enabler. For a number of years each of Salem's antecedent presbyteries employed a one-half time Hunger Action Enabler. Pennies for Hunger/Two Cents A Meal has been of tremendous significance to our churches, large and small, and to our people, rich and poor, young and old. The Council believes that the work of the Hunger Action Enabler is vital to the continued effectiveness of this program. It would continue the work ably done by our Interim Hunger Action Enabler, the Reverend Katy Reed.

ACTION:

Presbytery voted to seek a Hunger Action Enabler for half-time employment beginning at the expiration of the term of the interim Hunger Action Enabler, April 30, 1990. The terms of employment for 8 months are:

Salary/Housing	$ 7,324.00
Pension	1,831.00
Social Security	560.29
Dental Plan	128.00
Continuing Education	268.00
Travel	1,200.00
Total	$11,311.29

Presbytery will receive $7,000 from Synod to assist in paying for the Hunger Action Enabler during 1990.

The Council received a resolution referred from the October 31, 1989, Meeting of Salem Presbytery for recommendation to the February 3, 1990, meeting. The overture proposed by the Vice Moderator, the Reverend Ed Lewis, proposed "That the term of office for the Moderator of Presbytery be reduced from one year to one meeting with a different Moderator elected at each Stated Meeting".

The Council believes that there are good reasons for both the present longer term for the Moderator and for the proposed shorter term. Because the plan of electing a new Moderator at each Stated Meeting shares the responsibilities and the honor of election as Moderator more broadly across the Presbytery and allows for a more inclusive representation by laity and clergy, racial ethnics, males and females, the Council recommends:

ACTION:

Presbytery referred the recommendation to shorten the term of Moderator from one year to one meeting to the Goals and Evaluation Committee for report and possible recommendation to the April, 1990, meeting of Presbytery.:

ACTION:

Presbytery expressed its appreciation to Moderators of the various areas in the structure of the Presbytery who have completed their terms of service.

Presbytery Moderator, **Dale Davidson**
Council Moderator, **J. Herbert Nelson**
Congregational Life Division Moderator, **Linda Blessing**
Church in the World Division Moderator, **Michael Woodard**
Presbyterian Women Moderator, **Ann Umstead**
Black Caucus Representative, **E. B. Freeman**
Presbyterian Men Moderator, **Mark VanDorn**
Communications Committee Moderator, **Bill East**
Goals & Evaluation Committee Moderator, **Ezra Gilliam**
Examinations Committee Moderator, **G. Woody Alexander**
Evangelism Committee Moderator, **David Nash**
Educational Ministry Committee Moderator, **Patricia Stewart**
Nominations Committee Moderator, **Rus Howard**
Women's Ministry Committee Moderator, **Marge Monroe**

Outdoors Ministries Committee Moderator, **Warren Brannon**
Small Church Development Committee Moderator, **James Henderson**

II. The following items were offered as information to the Presbytery:

1. Council approved the following "Policy on Travel Requests from Individuals":

"Travel requests from individuals that obviously involve a particular committee's area of concern would be referred by Council to that particular committee. After hearing the requests of the individuals and discussing how the mission of Presbytery coincides or does not coincide with this request, the committee approves it, they may approve it with funds (from the committee's budget) or recommend the request to Council and ask Council to help find funding. If the request is not approved by the committee, the applicant may request direct assistance from Council. Any committee that approves such a request must require:

a. a written rationale of how this trip will further the mission of Presbytery and

b. a full accounting of how monies allocated will be used and

c. a written report of the result of the trip shall be submitted to the committee (or Council) which funded it, and

d. the persons who make the trip shall be available to churches in Presbytery to give direct report of their trip".

2. Council approved the request of the Covenant Fellowship of Presbyterians for $350.00 to help defray the costs of the 1989 Wee Kirk Conference.

3. Council approved payment of legal fees requiured by the Book of Order D-8.1000b in the amount of $11,000 for defendants in the recent trial of their disciplinary case. These fees are to come from undesignated funds brought forward from the antecedent presbyteries.

4. Council approved the request of the Ecumenical Relations Committee for a representative of the National Council of Churches to "present generally the work of that body".

5. Mrs. Ladonna McCarter has been elected as Moderator of Salem Presbytery's Presbyterian Women. She will be installed on April 28, 1990. She is a new member of the Presbytery Council. Mr. Steve Thurston of Salisbury, First Church, has been elected President of Presbytery's Presbyterian Men and is also a new member of the Council.

6. Council adopted the following schedule for its 1990 meetings:

January 16, 1990, 10 a.m.
March 10, 1990, 10 a.m.
April 5, 1990, 1 p.m.
May 12, 1990, 10 a.m.
June 19, 1990, 1 p.m.
August 18, 1990, 10 a.m.
September 8, 1990, 10 a.m.
October 23, 1990, 1 p.m.
November 29, 1990 1 p.m.

7. Council elected Ginny Couch, Vice Moderator, and Bob Matthews, Clerk of Council for 1990. Rosa Yourse was elected as an at-large member of the Executive Committee increasing the membership of the Executive Committee from four to five. Chip Steele, Moderator of Council and Ed Lewis, Moderator of Presbytery, are the other members.

8. Council established an Ad Hoc Committee of two members of Council (Neel Fleming and Jackie Hall) and two to be named from the Budget and Finance Committee to evaluate the budget process of 1989-1990, and to plan the budget process for 1990-1991.

9. A Lenten Devotional Booklet was suggested for 1990, but could not be developed. A suggestion that a 1990 Advent Devotional Booklet be prepared was referred to the Spiritual Formation and Development Committee.

10. Council has requested that the Division Chairs plan a Program Fair at the July 14, 1990, meeting of Presbytery. The Camp Directors have been requested to prepare a display for camps for the April, 1990, Presbytery meeting.

11. Council reconsidered its policy on meals at Presbytery committee meetings and recommended that the Youth Ministry Committee be fed at the expense of the committee's budget.

12. An invitation is being sought for a location for the July 14 and October 2, 1990, Presbytery meetings. The dates and present host locations are as follows:

    1990 Presbytery Meeting Dates/Hosts

February 3	-	Mooresville, First Church
April 24	-	Westminster Church, Greensboro
July 14	-	Host to be announced
October 2	-	High Point, First Church

13. The Council concurs with the recommendations of the:

    a) Evangelism Committee as regards to Evangelism Network with Synod

    b) Budget and Finance Committee as regards the 1990 Budget, the changes in the benevolence percentages:

	1989	1990
Presbytery	50%	51%
Synod	19.4%	19%
General Assembly	30.6%	30%
	100%	100%

    and the inclusion of late 1989 receivables and the 1989 interest earned ($41,000) as 1990 receipts.

III. Actions of Council acting for Salem Presbytery to be admitted to record.

1. Granted permission to the Cleveland Presbyterian Church to sell for $3,500 a vacant lot, purchased in March, 1975, for $2,250, to Mr. Steve Kennedy. Mr. Kennedy is a neighbor of the church.

2. Granted permission to the Dellabrook Presbyterian Church to sell a small parcel of land to the city of Winston-Salem in s street widening project.

NOMINATIONS COMMITTEE REPORT
L. Rus Howard, Moderator

Malcolm Bullock made the Nominations Committee Report.

ACTION:

Presbytery adopted the following policy for the nomination of General Assembly Commissioners:

Recommended Policy For The Nomination of General Assembly Commissioners for Salem Presbytery

I. Introduction

A. Each year at the Fall Stated Meeting of Salem Presbytery the Nominations Committee will nominate a slate of Clergy and Elder Commissioners, Youth Advisory Delegates, and Alternates to attend the next meeting of the General Assembly. The Nominations Committee will be guided by the Book of Order and this policy in making nominations.

B. After the Nominations Committee has made nominations the floor will be open for additional Nominations. Anyone making a nomination from the floor should receive permission from the person they wish to nominate, prior to making the nomination.

C. All elections will be by ballot. Nominations from the floor must be "written-in" on the ballot. The ballot will provide space for write-ins.

II. Nomination of Clergy Commissioners

A. Ministers who have never attended General Assembly should be given first consideration if they meet the other criteria listed below.

B. Ministers will be selected with consideration of their service to Presbytery, Synod (including Synod meetings), and General Assembly.

C. A minimum of 3 years service in Salem (and antecedent presbyteries within our geographic bounds) is required.

D. Ministers who wish to be considered as a Commissioner to General Assembly must complete a data sheet of information regarding past service. This sheet will be supplied to all ministers by the Nominations Committee.

E. Ordinarily, ministers will attend the General Assembly in the year in which he/she is nominated. Exceptions for extra-ordinary reasons will be decided at the discretion of the of the Nominations Committee.

F. The Nominations Committee may nominate member ministers who work outside the bounds of Presbytery and who are not active in the work and life of Presbytery.

G. The Nominations Committee, for extraordinary reasons, may nominate a clergy person as a Commissioner who does not meet the above criteria.

H. About Alternates

i. will become primary commissioners the next year
ii. will be required to receive training prior to General Assembly
iii. will be ranked as 1st, 2nd, 3rd Alternate
iv. Alternate replacements will be elected by the body as vacancies occur.

III. Nomination of Elder Commissioners

A. At least one Elder Commissioner will be nominated from each of the following groups of churches. The churches of the

Presbytery are divided into 3 groups according to size

i. 1 - 150 members
ii. 150 - 400 members
iii. 401 - up members

The 3 churches in each group which have gone the longest time without sending an Elder Commissioner to General Assembly will be asked to have their Session submit a name, plus biographical data, to the Nominations Committee for consideration.

B. Elders will be selected with consideration of their service to Presbytery, Synod (including attendance at Synod Meetings), and General Assembly.

C. About Alternates

i. will become primary commissioners the next year

ii. will be required to receive training prior to General Assembly

iii. will be ranked as 1st, 2nd, 3rd Alternates

iv. Alternate replacements will be elected by the body as vacancies occur.

IV. Nomination of Youth Advisory Delegates

A. All sessions in the Presbytery will be asked to submit names of youth with biographical data, to the Nominations Committee for consideration of that youth as a Youth Advisory Delegate.

B. Youth will be selected with their service to the local church, Presbytery, Synod, and General Assembly.

C. About Alternates

i. will become primary Youth Advisory Delegates the next year

ii. will be required to receive training prior to General Assembly

iii. will be replaced by election of the body as vacancies occur

The Nominations Committee of Salem Presbytery continues to have difficulty finding persons willing to serve in the many positions provided for in our Presbytery structure. As we continue our work we have come to accept the fact that we will never fill all available slots.

During the past year the committee has discussed the size of the Presbytery structure. While it is not our role or responsibility to evaluate the structure of presbytery, we have discussed it on numerous occasions.

While the committee has chosen not to offer any motions or overtures to the body there is a serious concern that the present size of our structure is TOO BIG. In our work it has been difficult to find willing and capable persons to assume leadership roles, much less to serve on all the committees.

Our present structure is costly and is pulling too many good people away from their work in the local church. We believe that we can effectively serve as a Presbytery with a much smaller structure. Committees could be combined and downsized.

I hope you will give this serious consideration in 1990.

ACTION:

Presbytery referred this concern about the size of Presbytery's Structure to the Goals and Evaluations Committee.

ACTION:

Presbytery named the following persons to the respective committees:

EDUCATION COMMITTEE
Betty Anne Ellington, Class of 1992

INTERNATIONAL MISSION COMMITTEE
Doris Lewis, Class of 1992

YOUTH MINISTRY COMMITTEE
Sarah Terry, Mark Jordan, Bill Chase, Class of 1992
Brenda Granderson, Class of 1991

CONGREGATIONAL LIFE DIVISION
Linda Blessing, Moderator

SMALL CHURCH DEVELOPMENT COMMITTEE
Bill Sosebee, Moderator
George Calhoun, Class of 1992

EVANGELISM COMMITTEE
Bobby Dean, Moderator

HUNGER COMMITTEE
Jan Sparrow, Class of 1992

EXAMINATIONS COMMITTEE
Robert J. Rush, Class of 1992

PEACEMAKING COMMITTEE
John Bell, Class of 1992

HIGHER EDUCATION COMMITTEE
Jim Allen, Class of 1992

COMMITTEE ON PREPARATION FOR MINISTRY
Luella Graves, Class of 1992

COMMITTEE OPENINGS - Open for nominations from the floor:

Committee on Ministry - Layperson for Class of 1992
Professional Development - 1 in 1990
Judicial Commission - 1 in 1990
Representation - 1 in 1990; 3 in 1992
Leadership Development - 2 in 1992
Resource Center Committee - 3 in 1992
Singles Ministry - Class of 1992
Adult Ministry - 1 in 1991; 3 in 1992
Children's Ministry - 1 in 1992
Spiritual Formation - 1 in 1992
Social Justice - 1 in 1992
Criminal Justice - 1 in 1990; 1 in 1991; 2 in 1992

Ecumenical Relations - 1 in 1990; 1 in 1991
Budget and Finance - 1 in 1991
Personnel Committee - 1 in 1992
Communications - 1 in 1992

SYNOD OPENINGS:

If you would like to serve in one of these positions please see Malcolm Bullock today.

Synod Council - 1 white female clergy, Class of 1993
Synod Educational Committee - 1 white female layperson
Class of 1993
Permanent Judicial - 2 white female laypersons, Class of '92 or '96
Partnership Development - 1 black female layperson, Class of 1993
Youth Cabinet - 1 Racial Ethnic Male Adult

GOALS AND EVALUATION COMMITTEE
Ezra Gilliam, Moderator
February 3, 1990

Aaron Clinard reported for the Committee.

Your Committee has met on three occasions to begin its work in helping Salem Presbytery evaluate its effectiveness in meeting them. We have received one request for amending the Structural Design which has been studied and a recommendation follows.

The Outdoor Ministries Division has found its description in the Structural Design to be confusing and cumbersome. The Goals and Evaluation Committee concurs with their concerns. The Manual of the section describing the Outdoor Ministries Division as presently structured with a structural diagram, is included.

1) In comparing it with the Manual's descriptions of the other divisions, it is found that:

   a) The Outdoor Ministries Division is the only one in which ALL Outdoor Ministries Committee members also are members of the Division.

   b) The obvious organizational result is that the Division also functions as a grand committee, taking up the same business as the other committees, AND every member is to attend his or her own committee meetings plus those of the Division as a whole.

2) OF OVERRIDING IMPORTANCE HERE is the fact that the Outdoor Ministries Division of Salem Presbytery has as part of its function the responsibility of working across presbytery lines...in fact, across THREE presbytery lines in order to cooperate in the ownership and operation of three mutually-owned camps...Grier on the one side, and Presbyterian Point and New Hope on the other.

Of the four presbyteries involved in this ministry, Salem is unique in that we not only have no camp within our bounds, but that our three partially-owned camps are located in two other presbyteries that differ both in geography and somewhat in their approach to outdoor ministries. Inter-presbytery cooperation of this nature is unprecendented and quite complex.

ACTION:

Presbytery changed the Organizational Plan so that C. Divisions and Committees...4. Division of Outdoor Ministries (p. 19) be revised as follows:

Delete the entire Section 4. after the first paragraph so that it reads:

Salem Presbytery will share ownership of camps with other presbyteries. Shared ownership of facilities, coupled with the need for a comprehensive, cohesive approach to outdoor ministry suggests that this division maintain careful and detailed oversight of the work done by its two joint committees composed of representatives of Salem and New Hope Presbyteries on the one hand and Salem, Charlotte and Western North Carolina Presbyteries on the other. Therefore, this division will consist of seven persons elected by Presbytery in three year classes, including the Division Moderator, the Moderators of the Grier Joint Committee, and the New Hope/Presbyterian Point Joint Committee. The four remaining persons will be at large members of the Division and will not be members of either Joint Committee. The two committees will report to the Division at each meeting and refer items for action by the Division.

Camp New Hope and Presbyterian Point Committee. Fourteen members from Salem Presbytery form the Camp New Hope and Presbyterian Point Joint Committee and work in cooperation with fourteen members from the Presbytery of New Hope. This committee will be responsible for the oversight of property, program, finance, personnel, and long range planning at both the Camp New Hope and Presbyterian Point sites. This work shall be implemented with the approval of the Division.

Camp Grier Committee. Six members from Salem form the Camp Grier Joint Committee and work in cooperation with six members each from Charlotte Presbytery and the Presbytery of Western North Carolina. This committee is responsible for the oversight of the property, program, personnel, finance, and long range planning at Camp Grier. This work will be implemented with the approval of the Division.

Diagram of
Proposed Restructure of the OUTDOOR MINISTRIES DIVISION
Salem Presbyrery

OUTDOOR MINISTRIES DIVISION

7 MEMBERS

1 Division Chairman
2 Joint Com. Chairmen
4 At large

Joint Committee..Salem/New Hope

14 members from Salem

Presbyterian Pt.-Sub. Comm.

Camp New Hope - Sub. Comm.

Joint Committee..Salem/Charlotte/WNC

6 members from Salem

ADMINISTRATIVE SERVICES DIVISION

Rosa Yourse introduced the Moderators who then presented the reports for the Committees in this Division.

PERSONNEL COMMITTEE
Jim Eller, Moderator

The Personnel Committee has oversight of the program staff of Salem Presbytery. The committee is charged with the responsibility to engage in care and support of staff; evaluate the performance of the exempt staff; and make recommendations regarding changes in their terms of call.

In order to accomplish these ends, the committee has met with each program staff person as they have begun work, in order to become acquainted and to offer support with an open door to any needs. After the staff member has beeon on board for about six months, the committee again consults with them, to inquire how their work is going and to offer continuing support. The committee has also decided to conduct annually a staff/committee retreat. The 1989 retreat was held at Laurel Ridge, December 4-5, at which time the committee and program staff developed a list of "mutual expectations" regarding relationship between staff and committee, and the accountability of both to Salem Presbytery.

The first annual review of a staff person was conducted for Dr. John M. Handley, Executive Presbyter, who completed his first year of service in January, 1990.

To gather information for its assessment, the committee sent questionnaires to a variety of persons within the presbytery, including those suggested by Dr. Handley and those identified by the committee, requesting perceptions and assessments of Dr. Handley's work. All persons selected were reflective of Salem's geographical sectors as well as representative of the three antecedent presbyteries. The committee also made telephone or face-to-face contacts with a variety of persons in addition to the questionnaires. Finally, Dr. Handley was asked to make a self-assessment of his work in 1989.

The Personnel Committee met with John Handley on January 23, 1990, at Salem Presbytery office. The committee felt it important to recognize the extraordinary circumstances facing a new executive presbyter dealing with helping organize a new presbytery out of three antecedent groups; hiring a competent support staff; setting up a new office; and assimilating new program staff into the ministry over the course of twelve months. Given all these obstacles and variables, however, the committee found a very high level of appreciation and support within Salem Presbytery for the work of Dr. Handley over the past year.

Respondents to questionnaires commended Dr. Handley with such comments as "conscientious", "supportive without trying to dominate", "fair", "healer/conciliator", "caring", and "good with people...able to direct others, encourage others, and enable others."

Respondents also expressed concern about the size and complexity of Salem's structure and demographics, stating the apprehension that our system might lead Dr. Handley to over extend himself trying to carry an impossible work load.

Taking all these factors into careful consideration, the committee is of the opinion that Dr. John M. Handley has done superior work in his first year as Salem's executive presbyter, and the committee wishes to commend and support him in the midst of his large and unending task.

ACTIONS:

Salem Presbytery commended John M. Handley, Executive Presbyter, for his work over the past year; and a prayer of thanksgiving and intercession was offered for him during the meeting of presbytery.

Presbytery approved a 5 percent salary increase for all permanent program staff to become effective upon the anniversary date of their employment in Salem Presbytery.

BUDGET AND FINANCE COMMITTEE
Don Lannon, Moderator

ACTION:

Presbytery adopted the budget proposed by the Budget and Finance Committee (Appendix D, pp. 47-60) in the amount of $2,135,500.

ORDER OF THE DAY

The Presbytery heard a presentation on the work of the National Council of Churches from Mr. Craig Mills, elder from Tallahassee, Florida.

RESOURCE CENTERS

Ida McCaskill made an oral report to the Presbytery.

PROFESSIONAL DEVELOPMENT

Lucius Gray made an oral report to the Presbytery.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion.

LUNCH

Presbytery was recessed for lunch at 12:30 p.m..

AFTERNOON SESSION

At 1:30 p.m., the Presbytery divided into two groups to hear sermons by Candidates for Ordination Robert Jeffords and Jack Ragland.

The Moderator reconvened the Presbytery at 2:00 p.m. to continue the docket.

REPORT OF THE BILLS & OVERTURES COMMITTEE

The report was given by Scott Woodmansee.

ACTION:

Presbytery adopted and forwarded the following Overtures to the General Assembly.

PROPOSED OVERTURE TO THE GENERAL ASSEMBLY
CONCERNING SUSTAINABLE LIFESTYLES

WHEREAS, God in His wisdom created this magnificent world and placed its care into our hands, and

WHEREAS, the fragile existence of this habitat we call home necessitates concern for all aspects of creation, and

WHEREAS, knowledgeable and prudent scientists agree that the health and future of our planet is in serious jeopardy, and

WHEREAS, we are reminded constantly through the media of threats to our environment, including the greenhouse effect, acid, rain, deforestation, toxic chemical waste, pesticidal residue, contaminated drinking water, and overpopulation, and

WHEREAS, our challenge is to reconcile our shrewd success as a species with the environmental consequences of that success, and

WHEREAS, we have within our God-given resources the technological capabilities to restore the earth to its natural wonder, once again, and

WHEREAS, recycling in sustainable energy in environmental practices is a practical step in which all people in all places can contribute and make a difference, benefiting society by extending the life of costly landfills, decreasing the need for tax increases, raising funds for benevolent causes, and improving the quality of life for this and future generations, and

WHEREAS, the earth is the Lord's and the fullness thereof, the world and those who dwell therein! Therefore, be it

RESOLVED, that Salem Presbytery overtures the 202nd General Assembly of the Presbyterian Church (U.S.A.) to urge all churches to promote and participate in recycling and other sustainable energy and environmental practices as a matter of conscience and as a means of Christian stewardship, for the sake of God's creation and to glorify God's name.

DECLARATION OF FAITH

WHEREAS, "A Declaration of Faith" is widely used in the Presbyterian Church (U.S.A.), liturgically in worship, and for study of the Reformed faith;

and

WHEREAS, "A Declaration of Faith" lends itself admirably to such uses, by reason of the beauty, rhythm, clarity, and precision of its languages;

and

WHEREAS, it would be even more widely and helpfully used in these ways if it were an official part of the Book of Confessions of the Presbyterian Church (U.S.A.);

and

WHEREAS, if it were a part of our Book of Confessions, it would be an extremely useful document for the Presbyterian Church (U.S.A.) to inform itself more fully, in clear and contemporary language, of our Reformed faith, and to communicate and interpret that faith to the world, and, therefore, would be an effective resource in the Church's ministries of worship, witness, and nurture;

and

WHEREAS, to include such a high quality and useable document would only serve to enhance the stature and value of the Book of Confessions;

and

WHEREAS, to include "A Declaration of Faith" in our Book of Confessions would be altogether consistent with and a significant witness to the Reformed principle of "the Church reformed, always reforming"; therefore, be it

RESOLVED, That Salem Presbytery overture the General Assembly of the Presbyterian Church (U.S.A.) to take the appropriate steps which, if all constitutional requirements were fulfilled, would lead to the inclusion of "A Declaration of Faith" in the Book of Confessions of the Presbyterian Church (U.S.A.).

PRAYERS OF THANKSGIVING AND INTERCESSION

Presbytery was led in prayers of Thanksgiving and Intercession by Bob Fiedler.

PERMANENT JUDICIAL COMMISSION
Norman Whitney, Moderator

Norman Whitney reported on the recent action of the Commission regarding Michael Woodard and Kathleen Murdock.

ACTION:

Presbytery directed that in cases of special sensitivity (and all involving the Permanent Judicial Commission), no public comment to media be made by any official representaive of the presbytery, beyond that demanded in the Book of Order, unless and until directed by the Presbytery and/or the Executive Presbyter.

AMENDMENTS TO THE BOOK OF ORDER

Laura Spangler presented the amendments. Presbytery voted orally.

ACTION:

Presbytery approved or rejected the amendments as follows:

A. AMENDMENTS DEALING WITH THE CONGREGATION

1.	X	YES		NO
2.	X	YES		NO

B. AMENDMENT DEALING WITH CHURCH OFFICERS

1.	X	YES		NO

C. AMENDMENT DEALING WITH ORDINATION

1.	X	YES		NO

D. AMENDMENTS DEALING WITH THE PRESBYTERY

1.	X	YES		NO
2.		YES	X	NO

E. AMENDMENT DEALING WITH THE GENERAL ASSEMBLY

1.	X	YES		NO
2.	X	YES		NO

F. AMENDMENTS DEALING WITH PASTORAL RELATIONS

1. X YES _____ NO
2. X YES _____ NO
3. X YES _____ NO

G. AMENDMENTS REGARDING JUDICIAL PROCESS

1. X YES _____ NO
2. X YES _____ NO
3. X YES _____ NO

H. AMENDMENTS REGARDING A QUORUM OF A PERMANENT JUDICIAL COMMISSION

1. X YES _____ NO
2. X YES _____ NO
3. X YES _____ NO

CONGREGATIONAL LIFE DIVISION
Linda Blessing, Moderator

The Committees of the Division reported on plans and activities.

Linda Blessing introduced Patricia Stewart reporting for Educational Ministry, Charles McKee for Stewardship Education, Tom Clymer for Children's Ministry, and Fred Coates for Youth Ministry.

OUTDOOR MINISTRIES DIVISION
Fred Poetzinger, Moderator

Reports were heard from Camp Directors Paul Ransford and Bart Shaw.

CHURCH IN THE WORLD DIVISION
Barbara Dua, Moderator

Chris East for the Peacemaking Committee and Mary Boyd Click for the Social Justice Committee.

ACTION:

Presbytery instructed the Church in the World Division to raise a task force from among the member committees to bring a recommendation covering endorsement of the Fifth Street Shelter Ministry of Statesville to the April meeting of Presbytery.

INTERNATIONAL MISSION COMMITTEE
Alex Coblentz, Moderator

In October of 1986 Concord Presbytery formally entered into an International Partnership with Hsinchu Presbytery, Presbyterian Church in Taiwan R.O.C. The agreed duration of that partnership was three years, due to expire in September of 1989. At its first Stated Meeting in January, 1989, Salem Presbytery agreed to carry on the partnership inherited from former Concord for another year during which time a new partnership was to be forged between Salem and Hsinchu.

The International Mission Committee has studied the history of Concord's partnership with Hsinchu looking for an honest appraisal of its strengths and weaknesses. It has also met with Rev. Brad Long, our missionary in Taiwan during that time, to seek an understanding of how the partnership was perceived

by the Taiwanese. After prayerful consideration it was the Committee's recommendation that we move ahead with the partnership but not without some modification of our goals and objectives.

In October of 1989, Rev. Homer Rickabaugh of the General Assembly Global Mission Unit, traveled to the Far East to explore potential partners for International Partnerships, including a stop in Taiwan. Having represented Concord in the formation of their partnership with Hsinchu, Rickabaugh met with a delegation there and conveyed to them Salem's willingness to continue the relationship. In response, Hsinchu Presbytery extended to Salem an invitation to send a delegation to attend the annual meeting of their presbytery in February, 1990, and thus further strengthen our ties and seal the new partnership.

The International Mission Committee acting on behalf of Presbytery, with approval from the Council, has accepted that invitation and has taken steps to assemble a delegation to send to Taiwan. At its December 9 meeting, the Committee sought and subsequently obtained permission from Council to allocate unspent funds from its 1989 budget to pay for the trip to Taiwan in February, 1990. At its January 18 meeting, the Mission Committee voted to designate $5,000 of that money to pay for four plane tickets and hospitality gifts in keeping with oriental custom. Additional funding has been sought from individual churches to cover the expense for an additional plan ticket to fill out the delegation at five.

Those slated to represent Salem Presbytery in Taiwan are:

Rev. John Handley - Executive Presbyter, Salem Presbytery
Rev. Malcolm Bullock - Pastor, Thyatira Presbyterian Church
Mrs. Harriet Lipe - Member of Prospect Presbyterian Church and Member if the International Mission Committee
Mrs. Marsha Mutch - Elder, Madison Presbyterian Church and Member of the International Mission Committee
Mr. Robert Pittard - Elder, Starmount Presbyterian Church and Member of the International Mission Committee.

The delegation is scheduled to leave on February 7, and fly to Seoul, Korea, via Chicago and Tokyo. A layover in Korea was arranged at no additional cost so that the delegation could worship at the Young Nak Presbyterian Church in Seoul where Hewon Han's father, Kyung-Chik Han, is a pastor. John Handley has been invited to preach there on Sunday, February 11. The delegation will then continue to Taiwan where their hosts will introduce them to various churches and ministries of Hsinchu Presbytery and allow them opportunities to fellowship and get acquainted with our Taiwanese partners. Negotiations regarding the specifics of the new partnership will be formulated.

The climax of the trip will be attendance at the February 19 meeting of Hsinchu Presbytery and the opportunity for our delegation to formally convey to them our greetings in Christ Jesus and confirm with them our desire to be mutual partners in the service of our Lord who alone is the Head of the Presbyterian Church. Upon returning to Salem Presbytery (February 21) members of the delegation will be available to share their experience and further interpret the Salem/Hsinchu Partnership in churches throughout the presbytery. A full report with recommendations will also be given at the April meeting of Presbytery.

HUNGER COMMITTEE
George Carpenter, Modertor

George Carpenter reported for the Hunger Committee.

EVANGELISM COMMITTEE
Bobby Dean, Moderator

As with all committees of the presbytery, 1989 was a start-up time of becoming organized and oriented to our work in Salem Presbytery. The committee met five times during the year.

The Evangelism Committee reaffirms the view of evangelism suggested by the Evangelism and Church Development Ministry Unit of the General Assembly and commends evangelism to the churches and sessions of Salem Presbytery as: Evangelism is joyfully sharing the good news of the sovereign love of God and calling people to repentance, to personal faith in Jesus Christ as Savior and Lord, to active membership in the church, and to obedient service in the world. To that end, the Evangelism Committee offers its services to each church to assist the minister, session, and congregation in their evangelism efforts. It is our vision that each church in the presbytery will have its own evangelism, outreach and discipleship plan that is customized by the session to that church and that will have the support of the members of the congregation.

An Evangelism Survey was made of the churches in the presbytery to help the committee to identify the current work of evangelism in the presbytery. About half of the churches responded to the survey. An analysis of the results helped the committee to define further its work and to set priorities.

We participated in the Synod of the Mid-Atlantic Partnership Development Unit Consultation on Evangelism in May in Richmond, VA. Out of this consultation has come a proposal for a Synod-wide evangelism network to be implemented in 1990. The following recommendation with its various parts is a result of that consultation.

ACTION:

Presbytery approved the following recommendation of the Evangelism Committee:

1. That the Evangelism and Church Development Ministry Unit working definition of evangelism be adopted. That definition is: "Evangelism is joyfully sharing the Good News of the sovereign love of God and calling people to repentance, to personal faith in Jesus Christ as Savior and Lord, to active membership in the church, and to obedient service in the world."

2. That evangelism be a partnership ministry of the Synod of the Mid-Atlantic carried out jointly by the Presbyteries and the Synod.

3. That an entity to be known as the Evangelism Network of the Synod of the Mid-Atlantic be created.

4. That the Evangelism Network membership be composed of two representatives from each of the 13 presbyteries with equal representation among clergy and laity. Additional persons needed to meet racial/ethnic representation shall be the responsibility of the Partnership Development Unit. These representatives shall be nominated by the Evangelism Committee and recommended to presbytery through the council for Presbytery appointment.

5. That one half of the 26 representatives from across the Synod shall attend meetings at Synod expense and one half shall attend at the expense of their respective presbyteries.

6. That the structure of this Network be loose and flexible. The leadership would include a moderator, vice-moderator, clerk, and regional representatives. A Steering Committee would act to carry out the work of the operation of the Network.

7. The Consultation recommends that the Network meet once or twice per year. (It also suggests the development of regional groups and activities. These regional groups may meet more often).
8. That the Network function in the following three areas in order to:

   a. develop communication between and coordination of programs for presbyteries, synod, and the General Assembly in the area of evangelism.

b. aid in leadership development, and

c. act as resource clearing house in evangelism.

Members of the committee attended evangelism conferences in Atlanta, GA, Montreat, NC and the Evangelism Symposium in Charlotte, NC. These meetings served to orient us to the work of evangelism, and to build a network of persons and resources.

The level of Interest and commitment of the members of the committee has been high, and we are greatly encouraged with what has been done this year and with what is projected in the year ahead.

The Vision of Evangelism for 1990

The major project of the Evangelism Committee for 1990 is the INSTITUTE FOR CONGREGATIONAL EVANGELISM to be held at Montreat on September 20-22, 1990. In conjunction with the Evangelism and Church Development Ministry Unit, PC (USA), this will be one of three pilot projects to be held throughout the General Assembly. The INSTITUTE is for twenty ministers and seventy-five lay persons from the congregations served by the ministers who will be given help in congregational evangelism. They will leave the INSTITUTE with recommendations and action plans for their sessions to implement in their churches. This is a unique and outstanding opportunity for the ministers and churches in Salem Presbytery.

Beginning in late February and continuing into March, there will be three Area Meetings for Evangelism Networking. That's right! Say AMEN, everybody! These meetings will establish support networks to promote, encourage and resource the work of evangelism in the local church. Those persons in the local church who carry responsibility for evangelism, witness, mission, outreach, visitation will find the AMEN particularly helpful.

The first AMEN will be at the First Presbyterian Church in Salisbury, on February 24, for the churches in Forsyth, Davidson, Davie and Rowan Counties. The second AMEN will come on March 10 for churches in Watauga, Alleghany, Wilkes, Surry, Stokes and Yadkin Counties. The third AMEN will come on March 31 for the churches in Rockingham, Caswell, Guilford, Alamance, Chatham and Randolph Counties. Look for further information about these special events.

The Evangelism Committee will provide CONSULTATION SERVICES to the churches and sessions of the presbytery. A variety of consultation services range from an extended consultation event, to weekend retreats and workshops, to a one meeting format, in order to respond to whatever the need may be for the work of evangelism in a particular church.

CHURCH DEVELOPMENT COMMITTEE
Steve Hundley, Moderator

ACTION:

Presbytery approved a grant of $25,000 to the Cameron Presbyterian Church and approved their Application for General Assembly Capital Funds Loan of $75,000 for Church Building Construction or Purchase. (Grant funds are to come from Church Development Funds.)

SMALL CHURCH SUPPORT REPORT
James Henderson, Moderator

"SMALL CHURCH CONFERENCE"

The Small Church Support Committee is sponsoring a Conference for small churches of Salem Presbytery on May 7 - May 8, at Camp New Hope. The theme for the Conference is: **"Ways to Strengthen Our Ministry."** The purposes of the conference are as follows:

a) to gather for worship and workshops
b) to exchange ideas and voice frustrations
c) to define our ministry and expand its boundaries
d) to celebrate our faith and our community

The Conference will provide an opportunity for small church ministers, elders, members, musicians, etc., to gather and pool their ideas, successes, frustrations, strengths, concerns, hopes, goals and visions. It will also provide Presbytery leadership with an opportunity to provide resources pertinent to small church congregations, to discuss Presbytery structure and to listen and share small church concerns.

All small church leaders and members are invited. The fee for the retreat will be $12.00 per person.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

1. The Committee met on November 21, December 28, 1989 and February 2, 1990 at 3:15 PM at the office of Salem Presbytery.

2. REMINDER: All correspondence with the Committee should be sent to Z. Holler, Moderator, Box 5507, Greensboro, NC 27403, with a copy to Carter Shelley at the office of Salem Presbytery.

3. Items of interest concerning candidates:

   - Candidates Robert Hinman, Robert Messick-Watkins, Betty Sue Sherrod, and Shannon White have been granted permission to circulate their PIF's, anticipating early completion of their preparation.

   - Candidate Elizabeth McCrary has been approved for and is seeking a call.

   - Candidate Elizabeth Ayscue has been transferred to Transylvania Presbytery for ordination and reception of a call there.

   - Candidate Martha Anne Fairchild has been transferred to the Presbytery of Northern New England for ordination and reception of a call there.

   - Candidates Robert Jeffords and Jack Ragland will be examined for ordination at this meeting of Salem Presbytery.

4. Grants-in-aid for the school year '89-'90 have been approved and forwarded to those candidates who requested financial assistance from the Committee. Because of considerable differences among the financial aid forms required by the various theological schools, the Committee was unable to apportion our grants in proportion to each students' need. Until we develop a single equitable formula for presenting requests for financial aid, it seemed wise to make all the grants equal: $750 per semester to those who submitted a request.

ACTION:

At his own request, Presbytery removed Carl Manuel from its roll of Candidates.

ACTION:

Having completed the necessary period of inquiry under the guidance and in covenant relationship with the Committee on Preparation for Ministry, Elizabeth Inman and Robert Alan Paschal were examined and received as candidates for the ministry of Word and Sacrament under the care of Salem Presbytery.

REPORT OF THE EXAMINATIONS COMMITTEE
Edwin C. Brammer, Jr., Moderator

RECEPTION OF JOHN G. RAGLAND

ACTION:

Presbytery proceeded with the examination of candidate John G. Ragland (Jack). He has passed the General Assembly Standard exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

Presbytery approved the committee and floor examination and the sermon of John Guerrant Ragland.

a. John (Jack) Guerrant Ragland was received into Salem Presbytery so that he may continue his work as Staff Associate for the Pastoral Counseling and Consultation Center of Louisville, Kentucky. Jack has been a candidate under the care of Salem Presbytery, from the North Wilkesboro Presbyterian Church. He wishes to keep his membership in Salem. His ministry is with the Family Therapy in Louisville. Jack has a Master of Divinity from Louisville Theological Seminary. He is also a graduate of Louisiana State University and the University of Richmond.

b. His credo which follows, was approved.

I believe in God who is abundant with steadfast love and mercy. With love God created the world and all things in it. which are to work for harmony of all creatures and to the glory of God. In mercy we are saved by God's action toward us. We are forever sustained by the continuing loving kindness of God's grace.

We know of these aspects of God by their revelation to us through Jesus Christ. In Jesus' ministry, teaching, crucifixion, and resurrection we have all been assured salvation. In Jesus we have the example of what it is to be fully human as we see him interact with humanity. In Jesus we have the example of what it is like to follow faithfully a life lived always with an eye of God's call. In Jesus Christ we can see what it is to live fully within God's new covenant.

We are opened continually to this revelation of Jesus Christ through the presence of the Holy Spirit. The Holy Spirit works in our lives to allow us to know of God's care for us, to allow us to hear and understand the meaning of God's love in our lives, and to

empower us to work in the world to continue to strive to bring God's kingdom to fruition.

With this knowledge and faith, I believe we are called, as followers of Jesus Christ, to go into the world to work as a part of God's kingdom. We look to what needs attention in this world and we act, always working to discern God's will in our actions. In this work we act as God's agents within the world, representing the Gospel of Jesus Christ to those who will hear it, and also ministering to those who will not hear it. By doing so we take our places as children within God's kingdom.

c. The following Administrative Commission was appointed to Ordain Mr. Ragland on March 11, 1990, at 11:00 a.m. at the North Wilkesboro Presbyterian Church.

NAME	RESPONSIBILITY	MINISTER/ELDER
John M. Handley	Preside & Propound Quiestions	Minister
Robert Evans	Preach	Minister
Steven Snipes	Charge the Minister	Minister
Betty Thompson	Charge the Congregation	Elder
Robert Habersham	Assist/Lead in Worship	Elder

d. Mr. Ragland was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF ROBERT S. JEFFORDS

ACTION:

Presbytery proceeded with the examination of candidate Robert S. Jeffords. He has passed the General Assembly Standard exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

Presbytery approved the committee and floor examination and sermon of Robert S. Jeffords.

a. Robert Sidney Jeffords, Sr.,(Bob) was received into Salem ~~Presbytery~~ so that he may accept the Call of the Covenant Presbyterian Church of Winston-Salem, effective December 1, 1989. Bob has been a candidate under the care of Salem Presbytery, from the First Presbyterian Church of Winston-Salem. He has a Master of Divinity degree from Columbia Theological Seminary, and a B.A. degree from Wake Forest University.

b. Mr. Jefford's credo which follows, was approved.

I believe in one God who exists eternally in three persons; the relationship of this trinity expresses itself in unity, love and community. It is a communion expressed in the Bible as Father, Son, and Holy Spirit. We are created in God's image, but our sinfulness prevents us from living in community as God desires it.

God entered into covenant relationship with Abraham and through him with the Israelites and ultimately with all humankind as he sent Jesus into the world. I believe that Jesus, the Savior and Lord, became human and lived in the world among his people. I believe that he, through the Holy Spirit, was conceived in the virgin. He was in every way tempted like all humans but was sinless. As He was crucified and died, Jesus took upon Himself the sins of the world. I believe that He arose from the dead and ascended into heaven for the salvation of the world; I further believe that he now stands at the right hand of God and is mediating in our behalf. I believe

that God sent the Holy Spirit in a new way at Pentecost, as enabler, equipper for ministry, and comforter to all who believe in Jesus Christ, the Son of God. I believe that God established the church universal to minister to those who believe. I believe beyond a shadow of doubt that God, the Father is God the Son and the Holy Spirit, that all three are one God. I believe that all who come to faith in Jesus Christ will be saved.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Jeffords and the Covenant Presbyterian Church of Winston-Salem effective December 1, 1989; approved the following terms of call from the Covenant Presbyterian Church; and the call was ordered placed in his hands.

Salary	$17,000
Housing	5,607
Auto Allowance	2,475
Books/Cont. Ed.	575
Pension/Insurance	6,075
Social Security	1,691
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was appointed to Install and Ordain Mr. Jeffords as Pastor of the Covenant Presbyterian Church on February 4, 1990, at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
J. Stimpson Hawkins	Preside & Propound Questions	Minister
Henry J. Keating	Preach	Minister
David Burr	Charge the Minister	Minister
Carter Shelley	Charge the Congregation Lead in Wordhip	Minister
Harry Wilson	New Testament Lesson	Elder
Harry Martin	Old Testament Lesson	Elder

e. Mr. Jeffords was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF WILLIAM C. WECKERLY

ACTION:

Presbytery approved the committee and floor examination of William C. Weckerly in accordance with Book of Order G-11.0402.

a. The Rev. William C. Weckerly was received from Wabash Valley Presbytery, pending receipt of his dismissal, so that he may accept the Call of the Graham Presbyterian Church of Graham, NC. With the approval of both Examinations and the Committee on Ministry, Dr. Weckerly began work on February 1, 1990. Dr. Weckerly comes to Salem Presbytery from Monticello, Indiana, where he served as pastor of the First Presbyterian Church.

b. Mr. Weckerly's credo which follows, was approved.

I believe in a living God, revealed as Father, Son and Holy Spirit. I believe that God gave us Jesus Christ so that we might know eternal life. This historical event benefits believers today because God has proved to be more powerful than the forces of death, destruction and separation. This proof is the empty cross, the empty tomb, the risen Christ. Ours is an Easter faith!

I believe that scripture is the only reliable witness to God's love. This inspired record of the Old and New Testaments is the basis for the life of the Christian within the church and for ministry in the world in Christ's name. Scripture is our only reliable guide and must be studied to insure a faithful ministry.

I believe that the church is the body of Christ and incorporates those who accept Jesus Christ as Lord and Savior. The Christian is called out of the world to be a part of the world. Thus, Christ calls the believer to ministry not only within the congregation but also into the world.

The Church has been given the mission of perpetuating the Word and of proclaiming the Word. In doing so, I believe that my calling is to proclaim the Word of God: the written Word--scripture; the spoken Word--sermon; the visible Word--sacraments. Scripture, the only reliable rule for faith and practice, becomes the context for all of ministry. The sermon remains a primary vehicle for imparting the truth of scripture and bringing the Word to God's people. Baptism and the Lord's Supper, being of a more experiential nature, involve the worshiper in the celebration of God's love. Baptism is the initiation, the entry into the Body of Christ which makes available to the believer the means of grace. Communion is an experience of the presence of the Risen Christ.

The Church is ordained of God as being the Body of Christ. The visible Church is the fellowship of believers and becomes the means of ordering the mission and ministry to which believers are called. I believe that the governance of the Presbyterian Church (USA) can be the most viable structure for the fruition of Christ's commandment to go out into the world. The governing bodies, composed of Elders and Ministers of the Word, can become true instruments of God's plan. In so doing, our potential is limited only by our commitment.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Weckerly and the Graham Presbyterian Church of Graham effective February 1, 1990; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$25,000
Housing	11,624
Auto Allowance	3,840
Study Leave Allowance	500
Pension/Insurance	9,156
Book Allowance	300
Vacation	4 weeks
Study Leave	2 weeks
Moving Expense	yes

d. The following Administrative Commission was appointed to Install Mr. Weckerly as Pastor of the Graham Presbyterian Church on February 25, 1990, at 3:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
S. Edwin Lewis	Preside & Propound Questions	Minister
John A. Wilkerson	Preach	Minister
Bradley J. Longfield	Charge the Minister	Minister
Laura M. Spangler	Charge the Congregation	Minister
Norman M. Whitney	Lead in Worship	Minister
John Essen	Scripture	Elder
J. D. Walker, Jr.	Scripture	Elder
Helen Hooper	Scripture	Elder
Dr. C. L. Lindborg	Prayer	Elder

e. Mr. Weckerly was instructed to sign the obligations required of a minister to be enrolled in presbytery.

ACTION:

Presbytery approved the committee and floor examination of Frances Phillips-Olson in accordance with Book of Order G-11.0402.

a. The Rev. Frances Phillips-Olson was received from New Hope Presbytery as a Member-at-Large. She is presently serving as Interim Pastor of the Trinity Presbyterian Church of Winston-Salem.

b. Ms. Phillips-Olson's credo which follows, was approved.

My faith, trust, and hope is rooted in the assurance of a Gracious and Loving God who is Creator, Redeemer, and Sustainer. This Triune God becomes known to us in the Holy Scriptures and in the lives of believers down through the ages as Father, Son, and Holy Spirit. My faith is founded on this Creator God Who made the earth and called it good, yet continues to renew it in spite of human desecration and destruction. The struggle between Good and Evil is manifest, not only in the lives of God's creatures, but also in the beauty or rape of the earth. Into this struggle, God continues to intervene, to make of us "a new creation in Christ" and to once again bring this creation to its intended goodness. I believe in the intentionality of the mind of God, known in the redeeming work of the Incarnation, for this Omniscient God, Who as Judge and Reconciler, still overwhelms us with loving kindness and tender mercies, even beyond our wildest imagination. This Holy Sustainer becomes the Very Energy of life in the Presence of the Holy Spirit, who not only undergirds and lifts us, but also provides the daily strength for seeking to walk in His way.

In the holy Scriptures, my faith is informed by the account of God's mighty acts to draw all persons to Himself. As God spoke through prophets, priets, and kings to His Chosen People to save them from themselves, so we, too, learn to seek God's plan for our lives, believing that we are made in God's image and have been claimed by our Holy Creator even before our birth. Just as I am convinced of God's wisdom, justice, and might which is evidenced in the Old Testament, so am I made sure of the extravagant and unreasonable love of God known in the gift of God's Son, whose birth, life, death, and resurrection, as told in the Gospels, teach us all that we need to know of the Christian life. I believe that this love and grace so freely offered to us demands a life of obedience and unending thanksgiving and praise.

I discover the genius and earthiness of God's divine plan in the Sacraments which our Lord instituted on our behalf. Through the common symbol of the water of Baptism, we comprehend the uncommon salvation of being named and claimed by Jesus Christ to be His own. We celebrate God's amazing grace in the sacrament of infant baptism, giving thanks to our Creator for the gift of life and asking God's blessing manifested by believing parents and the community of faith as they promise to embrace that child "in the love and admonition of the Lord." In the common elements of bread and wine, believers affirm that uncommon, holy, and salvific action whereby our Lord suffered, died, and rose again that we might become one with Him and with the Holy Spirit. In the touching and tasting of these once-common, now-holy, elements set aside for our edification, I experience God's affirmation of our creatureliness and of the possibility of all of life as being sacramental or holy.

I believe that the "holy, catholic church" is the Body of Christ in the world. Formed by Holy Scriptures but re-formed by Grace, the gathered community of faith strives to embody God's Word in the midst of unbelief. Through corporate acts of worship and praise, and in deeds of service to those in need, the Church seeks to make Christ known to strangers of the Gospel. I believe this

community of faith gathers, not only to nurture our beliefs in God-in-Christ and strengthen us personally and corporately, but it assembles to pray and serve those who walk in darkness, those who know not the mystery of the Atonement and life in Christ.

I affirm the tenets of the Reformed doctrines as they are revealed in the Scriptures and in the context of covenantal theology. I affirm the polity of the Presbyterian Church with its representative form of government and its structure for individual and corporate participation in the organization and actions of its constituents. I am grateful that our Church, with its strong emphasis on education and the on-going revelation of God's Word, constantly challenges persons, congregations, and church courts to seek God's will in ever-changing modes of faithfulness and praise.

c. Ms. Phillips-Olson was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY REPORT
Judson Milam, Moderator

MINISTERS TRANSFERRING OUT OF THE PRESBYTERY

ACTION:

The following actions of the Committee on Ministry concerning dismissals were admitted to the record of Salem Presbytery as its actions:

a. The Rev. Robert Osborne was dismissed to Coastal Carolina Presbytery so that he may accept the Call of the Windermere Presbytery Church of Wilmington, NC. Bob is presently the Associate Pastor of the First Presbyterian Church of Salisbury.

b. The Rev. David William Nash was dismissed to West Virginia Presbytery so that he may accept the Call of the Summersville Presbyterian Church, Summersville, West Virginia, effective February 1, 1990. David is presently Pastor of the Stony Creek Presbyterian Church in Burlington.

c. The Rev. John R. Hilley was dismissed to the Presbytery of Monmouth so that he may serve as Interim Associate Pastor in the Presbyterian Church of Toms River, effective October 24, 1989.

d. The Rev. Donald Mimbs was dismissed to the Presbytery of Northern Kansas so that he may accept the Call of the First Presbyterian Church of Hoxie, Kansas. Don is presently pastor of First, Kernersville.

ACTION:

The relationship between the Rev. Tempe Fussell and the Pittsboro Presbyterian Church was terminated effective April 15, 1990, so that she may move to New Jersey, where her husband will be a student. She will be listed as a Minister-at-Large.

ACTION:

The relationship between the Rev. Calvin Gentry and Bethany Presbyterian Church of Statesville was terminated effective February 28, 1990.

ACTION:

The relationship between the Rev. William R. Knox and Lansing Presbyterian Church was terminated effective April 30, 1990.

ACTION:

At his request, the Rev. William R. Knox was granted honorable retirement effective April 30, 1990.

SESSION MODERATORS

ACTION:

The following ministers were approved as Session Moderators as indicated:

a. The Rev. Max Deal for First Presbyterian Church, Kernersville beginning in March, 1990.

b. The Rev. Wayne Dixon for Bethany Presbyterian Church of Statesville beginning in March, 1990.

c. The Rev. Phillis Kort for Stony Creek Presbyterian Church beginning February 1, 1990.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTION:

The following actions of the Committee on Ministry concerning permission to labor outside the bounds were admitted to the record of Salem Presbytery as its actions:

a. The Rev. Robert Wells to labor outside the bounds of Salem Presbytery in Shenandoah Presbytery so that he may serve as Parish Associate in the First Presbyterian Church of Harrisonburg, Virginia, from November, 1989 through February, 1990.

b. The Rev. Tempe Fussell to labor outside the bounds of Salem Presbytery in New Brunswick Presbytery so that she may serve as supply to churches.

c. The Rev. Wilkes Macaulay to labor outside the bounds of Salem in the Presbytery of Tampa Bay so that he may serve as Parish Associate in the First Presbyterian Church, St. Petersburg, Florida, for the calendar year, 1990.

d. The Rev. Laura Long to labor outside the bounds of Salem Presbytery in the bounds of Indian Nations as a Supply Minister at Large.

INTERIM MINISTERS

ACTION:

The following actions of the Committee on Ministry concerning interim ministers were admitted to the record of Salem Presbytery as its actions:

a. The Rev. Frances Phillips-Olson was allowed to serve as Interim Pastor of the Trinity Presbyterian Church of Winston-Salem, NC, for the period of December 1, 1989 to May 31, 1990, with the provision that each may terminate the agreement with a thirty day notice.

STATED SUPPLY RELATIONSHIP

ACTION:

The following actions of the Committee on Ministry concerning Stated Supply Relationships was admitted to the record of Salem Presbytery as its action:

a. The Rev. George F. Neal to serve as Stated Supply of the Grace Presbyterian Church of Winston-Salem for the six month period, beginning January 1, 1990 through June 20, 1990, with the provision that either may terminate the agreement with a thirty day notice.

COMPENSATION AND RETIREMENT: Revised report on MINIMUM SALARY COMPENSATION

1) In 1990 there will be **NO** minimum salary for ministers who are already members of Salem Presbytery.

2) The 1990 minimum salary figures will be used as a GUIDELINE for these ministers.

3) All NEW calls WILL be subject to the minimum salary figures for 1990.

FACTORS influencing the committee's decision concerning minimum salary compensations are:

1) Creating one unified minimum salary for all churches and ministers of our presbytery.

2) Support for the small aid receiving church, and the financial implications any change in the minimum salary would have on the presbytery's budget.

3) Minimum salaries in other presbyteries of the Synod of the Mid-Atlantic. The proposal below will be a low average, considering 1989 figures.

PROPOSED 1990 MINIMUM SALARY FIGURES

SALARY $17,591.20

(Based on $16,000 salary and $1,591.20 Social Security Reimbursement.)
Add for experience $100 per year for 10 years.

HOUSING	$5,277.36
(Based on 30% of salary.) SUBSTITUTE $2,000 for utilities and upkeep if manse is provided.	
PENSION	$5,717.14
(Based on 25% of salary and housing.)	
AUTO EXPENSE	$2,250.00
(Based on $.225 per miles for 10,000 miles. To be paid by reimbursement.)	
CONTINUING EDUCATION	$ 500.00
TOTAL	$ 31,334.70

CHRISTIAN EDUCATORS

Since the presbytery does not have jurisdiction over Christian Educators, the figures below are meant to be only helpful to churches and educators as they work out their compensation packages.

FACTORS influencing the committee's decision concerning Christian Educator minimum salary guidelines are:

1) The minimum salary compensation figures being proposed for ministers.

2) The starting salary compensation figures from the 1988 graduating class of the Presbyterian School of Christian Education in Richmond.

The committee suggests that all Christian Educators be paid at least the minimum salary figures below, AND $100 be added for each year of experience, AFTER CERTIFICATION, up to ten years.

CHRISTIAN EDUCATOR MINIMUM SALARY GUIDELINES

SALARY	$ 19,500.00
(Includes base salary of $15,000, plus $4,500 in housing.)	
SOCIAL SECURITY	1,491.75
(Based on 7.65%. This is NOT a reimbursement.)	
PENSION	4,875.00
(Based on 25% of salary.)	
AUTO EXPENSE	1,500.00
(Based on 2/3 the estimate for ministers. To be paid by reimbursement.)	
CONTINUING EDUCATION	500.00
TOTAL	$ 27,866.75

ACTION:

Presbytery approved the following recommendations concerning Minimum Salary:

a. That the 1990 Minimum Salary Figures for Ministers be accepted for all new calls in 1990.

b. That these figures be used as a Guideline fo all other existing calls to ministers in 1990 and that they become the 1991 Minimum Salary Figures for all ministers.

c. That the Christian Educator Minimum Salary Guidelines for 1990 be adopted.

STATED CLERK'S REPORT

Disciplinary Case

Several have questioned the process involved in the matter of the Presbyterian Church (U.S.A.) Vs Kathleen Murdock and Michael Woodard. Concern has been raised over the lack of communication regarding the trial and the media coverage that followed.

The Rules of Discipline require that every effort be taken to guard against spreading gossip or making public unsubstantiated allegations until a trial is completed. Even the names of the accused or any indication of the type of offense is to be withheld in the setting up of a Special Disciplinary Committee to explore the matter (D-7.0800).

In this case, the Stated Clerk of the General Assembly advised that the requirement of D-8.1900b. concerning reporting the judgment of the Permanent Judicial Commission to the next meeting of the Presbytery be the only "publicity" concerning the case. That advice was offered in light of the promised appeal.

This has been a difficult matter for everybody concerned. The indications of lack of knowledge seem to indicate that, at least, the "spirit" of confidentiality called for by the Rules of Discipline and the advice of the Stated Clerk has been followed.

A news release concerning the judgment was to have followed this meeting of Presbytery. Since someone gave the Permanent Judicial Commission's decision to a reporter for the Charlotte Observer in Statesville, that design was not effective.

Representation

As required by the Book of Order G-11.0101b. I report that we have 209 resident minister members of Salem Presbytery. The number of elders which our churches are entitled to send as commissioners to Presbytery meetings is 187.

Therefore, there is an imbalance of 22 more ministers than elders.

Following the plan adopted in 1989 (April 6 meeting), the following recommendation will redress that imbalance.

ACTION:

Presbytery asked each of the 21 racial ethnic congregations to send one additional elder commissioner, and the remaining elder commissioner is invited from the Cleveland Church (the April, 1989, Meeting approved that these additional commissioners be determined alphabetically (by town) and Cleveland was accidentally omitted in 1989) beginning with the April, 1990, meeting and continuing through the First Stated Meeting of 1991.

Exceptions to Property Provisions In Accordance With G-8.0701

The following churches have notified the presbytery through its Stated Clerk of their action to claim the exception on church property which is allowed under the provisions of the Form of Government, G-8.0701. These congregations have acted in regular manner in accordance with the provisions of the constitution and have notified the presbytery of their actions, as required. No action is required by the presbytery in this matter. Following are the names of the congregations from which the presbytery has received notification since its last Stated Meeting.

CHURCH	DATE OF CONGREGATION'S ACTION
Siler City	June 4, 1989
Covenant (Winston-Salem)	October 29, 1989

Notices of Incorporation In Accordance With G-7.0400

CHURCH	DATE OF INCORPORATION
Centre Presbyterian Church	October 22, 1989

Policy Regarding Reunion Articles of Agreement #13

The following were policies in effect in the Presbytery of Concord concerning churches considering employing the provision of reunion Articles of Agreement #13:

GUIDELINES FOR CHURCHES CONSIDERING LEAVING THE PRESBYTERIAN CHURCH (U.S.A.) UNDER ARTICLE 13

The Presbytery is concerned about its churches who consider leaving the Presbyterian Church (U.S.A.):

- concerned that full and accurate information be provided to each such congregation in order that a careful, faithful decision can be reached.
- concerned that the process of sharing information be open, not secretive, filled with the mutual respect that bears witness to the Gospel.
- concerned that there be active, caring dialogue between Presbytery and a congregation considering requesting dismission from the very beginning of that congregation's discussion.
- concerned that whether the congregation eventually stays within or leaves the denomination, that the Lord's Name will be praised by the discussions, the processes used and the eventual decision.

Renouncing affiliation with the denomination on the part of a church has profound repercussions on both the particular church and the Presbyterian Church (U.S.A.). What is undertaken and how it is undertaken must bear witness to the faith to which we have vowed to be faithful. The following procedure is to guide churches of our Presbytery in interpretation of the steps by which Article 13 is to be carried out. More specifically this interprets the grounds for "contest" of the vote described in the Articles of Agreement 13.3f.

It is required that at least the following procedures be employed by a church considering dismissal under Article 13, "Procedures for Dismissal of a Congregation with its Property":

A. The Congregation's Responsibilities

1. The congregation, through its Session, shall inform the Presbytery of its desire to enter into dialogue concerning dismissal. This must be done prior to consideration of the formal congregational meetings described in Article 13.

2. The current Moderator of the Presbytery upon hearing of such unrest shall immediately appoint a "Special Committee" to begin meeting with the Session and/or congregation. Such meeting(s) may be called at the initiative of the Session or the Special Committee. The Session shall provide an accurate roll of the membership of that congregation, together with the current mailing list. The Special Committee shall have the right to review the records of the Session and the congregation.

3. All meetings to discuss the question of withdrawal shall be open meetings to which the Special Committee shall be invited and given opportunity to hear and respond to concerns voiced either by congregation members or outside advisers.

4. The Special Committee shall take special care that its contacts with the Session and congregation not be in an adversarial posture. The purpose of such openness is to help the congregation make decisions that will be based on accurate information.

5. The Special Committee has no right to block or disrupt any regularly called meetings for such discussion. Their primary purposes shall include:

   a. Clarify misinformation or share additional facts regarding denominational concerns of the congregation.

   b. Witness to the strengths and weaknesses of the denomination with honesty and clarity. The sharing of information should be the desired focus.

   c. Assure that the process used in the congregation's discussions and decision-making safeguards the rights of all its members to hear and be heard without unfair pressure. This includes the right to monitor carefully the final secret balloting process.

   d. Engender Christian dialogue in the hope that, either going or staying, the congregation will be aided and strengthened in their witness to the Gospel by this process.

   e. Keep the Moderator of the Presbytery, the Council, and the Committee on Ministry informed of the situation as it develops. With the prior knowledge of the Session it may invite other resource persons to join the dialogue if needed to clarify specific issues or to bring specific knowledge to the congregation, (this may include Presbytery or denominational leaders).

The rending of historic ties between congregations and denominations has profound repercussions on both. If dismissal is eventually the congregation's decision, then the parting, though one filled with sadness and pain, should be one of two mature, faithful parts of Christ's body seeking ways to better serve our common commitment to our Lord Jesus Christ.

B. The Minister's Responsibilities

The minister is not a member of the congregation, but a member of Presbytery and has vowed (G-14.0406(e)) "to be governed by our church's polity, to abide by its discipline, to be a friend among its colleagues in ministry and to work with them, subject to the ordering of God's Word and Spirit". The Presbytery does not have any desire to keep anyone from following his or her

own conscience. It is a time honored tradition that one cannot bind the conscience of a minister. However, when a minister finds himself/herself or the congregation out of accord with the Constitution of the PC(U.S.A.), it is incumbent on the minister to consult with Presbytery through the Committee on Ministry. It is the Committee's responsibility to insure that congregations considering leaving this denomination do so with adequate information to make carefully considered and faithful decisions. The Committee will consult with Ministers and Sessions in such situations to assure that a fair and open process is adopted. We expect a minister in such a situation to cooperate with and support Presbytery's efforts in the interest of the congregation's ability to make a decision based on clear and balanced information.

We do not seek uniformity on every item of doctrine or polity, but we do claim a minister's fidelity to vows taken at ordination. We need one another. Those with whom we disagree may help to keep us honest. But this is only so when we deal with our differences openly and honestly. We call on all our ministers to support the ministry and witness of the PC(U.S.A.) and to deal openly with any differences they might have through appropriate channels within the church.

ACTION:

The above cited Guidelines For Churches Considering Leaving the Presbyterian Church (U.S.A.) under article 13 was adopted as the Guidelines of Salem Presbytery.

* * * * * * * *

For Information

The text of the Article is as follows:

ARTICLE 13. PROCEDURES FOR DISMISSAL OF A CONGREGATION WITH ITS PROPERTY

13.1 The provisions of this article are intended to apply only to the reunion of the Presbyterian Church in the United States and The United Presbyterian Church in the United States of America to form the Presbytery Church (U.S.A.) and shall not alter, abridge or nullify in any way the principles as to the ownership of property in either antecedent Church or in the reunited Church as established by ecclesiastical and civil law.

13.2 Following the consummation of union, no congregation shall be dismissed for a period of eighteen months except with the permission of the General Assembly. Members, officers, or ministers who do not desire to be a part of the union may, at any time, unite with other denominations and particular churches as set forth in G-10.0102r, G-10.0302b(1), G-11.0103n.

13.3 After one year from the consummation of union, a congregation formerly a part of the Presbyterian Church in the United States may be dismissed when the following conditions have been met:

a. That the Session of the church shall call a congregational meeting for the purpose of discussing the question, "Shall the (Name) _____ Presbyterian Church (U.S.A.) request dismissal to another Reformed body of its choice?" Due notice of such meeting shall be given orally from the pulpit of the church at regular church services on two successive Sundays, the first of which shall be at least ten days prior to the meeting. The required quorum shall be as follows:

If the number of members is one hundred or less, one fourth of the members; or

If the number of members is more than one hundred, twenty-five members or one tenth of the members, whichever is greater.

b. That the Presbytery of jurisdiction shall appoint a special committee to meet with the congregation at the congregational meeting. Presbytery's committee shall have the privilege of the floor with the right to speak.

c. That no type of vote for any purpose shall be taken at the meeting.

d. That the Session call a special congregational meeting, to be held no sooner than six months and no later than twelve months from the date of the congregational meeting held for consideration of dismissal.

e. That due notice of such meeting shall be mailed to all members of the church at least thirty days prior to the meeting, and given orally from the pulpit of the church at regular church services on two successive Sundays, the first of which shall be at least ten days prior to the meeting. The Presbytery committee shall be present at the meeting and have the privilege of the floor with the right to speak.

The form of the call of the meeting shall be as follows:

A special meeting of the congregation of the (Name)_____ _____ Presbyterian Church (U.S.A.) is called for _____ (a.m. or p.m.) on the _____ day of _____, 19____, at _____, to consider and decide whether it shall or shall not request to be dismissed to another Reformed body. Provisions and authority for this special meeting are found in the Articles of Agreement, Article 13, entered into by the Presbyterian Church in the United States and The United Presbyterian Church in the United States of America as a part of the plan of reunion in which both Churches became on Church, the Presbyterian Church (U.S.A.)

A quorum for this purpose shall be no less than one third of the active confirmed members in good and regular standing. It is urged that a decision on so important a matter be made by a group large enough to reflect the true mind of the whole congregation.

After discussion, a secret ballot will be taken on the categorical question: Shall the _____ Presbyterian Church (U.S.A.) request dismissal to _____, another Reformed body?

Request dismissal ___ Do not request dismissal ___

If two thirds of those present and voting vote to request dismissal, this particular church will be dismissed under the special provisions of Article 13 of the Articles of Agreement, and will retain all of its property, subject to any existing liens and encumbrances, but will surrender its membership as a congregation in the Presbyterian Church (U.S.A.).

f. That within ten days any person of the unsuccessful side may contest the regularity of the call for, or the conduct of, or the vote taken in, the congregational meeting by a written notice to the Presbytery of jurisdiction. The Presbytery shall then review the questions at issue and, if the contest is sustained, it shall direct the calling of a new congregational meeting.

g. That if the contest is filled by those persons voting for dismissal from the Presbyterian Church (U.S.A.) and the contest is not sustained by the Presbytery, such church shall continue to be a member church of the Presbyterian Church (U.S.A.). If the contest is filled by those voting against dismissal, and is not sustained by Presbytery, such church shall be dismissed to another Reformed body and shall be permitted to retain all of its property subject to any liens and encumbrances.

h. That the jurisdiction of the Presbytery shall be final in any contest brought under this Article.

13.4. Any petition for dismissal with property filed later than eight years from the consummation of union shall be handled under the appropriate provisions for such a request in the Form of Government.

Respectfully submitted,

John M. Handley, Stated Clerk
February 3, 1990

STANDING COMMITTEE REPORTS

RESOLUTIONS

Buford Pearson reported for the Resolutions Committee.

ACTION:

Presbytery adopted the following resolution:

Whereas, our day began shrouded in fog, we were granted safe travel to this place of God's light and joy, First Presbyterian Church Mooresville, on this day of our Lord, Saturday, February 3, 1990.

We give thanks and celebrate with our brother in Christ for his 97 years of service to God and his 65th anniversary of faithful service as a Minister of the Word and Sacrament in the Presbyterian Church.

We give thanks for our Moderator Dale Davidson's able leadership and for the support of our Presbytery staff, especially for John Handley who has been commended for his work.

We give thanks for concise and informative committee reports and financial matters handled so decently and in order.

We give thanks for our guest, Craig Mills, who despite his treacherous travel, brought us enlightenment on the work of the National Council of Churches.

We give thanks for the power of singing with zeal, the grateful reminder to look for our brother Titus and sister Tita, and the efficient gathering at our Lord's table where we are all one in Christ.

We give thanks and offer our blessings for soon to be Ministers of the Word Robert Jeffords and Jack Ragland.

And we especially give thanks for the Session and people of this church both young and old for providing such a comfortable facility, delicious food, and gracious hospitality.

For all these many blessings and more, we give praise and thanksgiving to God Almighty. And a special note of thanks to all those who stayed to the bitter end.

ELECTION OF MODERATOR

Presbytery elected the Rev. S. Edwin Lewis as its Moderator for the coming year.

ADJOURNMENT

There being no further business, the Fifth Stated Meeting of Salem Presbytery was adjourned at 5:55 p.m. with prayer by S. Edwin Lewis.

Attested:

John M. Handley
Stated Clerk

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
February 3, 1990

1. Letters concerning invitation — Reference: Council

   a. from Rev. S. Edwin Lewis, First Presbyterian Church, Mooresville, February 3, 1990

   b. from Rev. Scott Woodmansee, First Presbyterian Church, High Point, October, 1990

2. Minutes of Commissions to Ordain/Install:

   a. Reagan P. Gibbs at Collinstown/Francisco Presbyterian Churches, 1/14/90
   b. Fred R. Horner at Greensboro, First as Associate Pastor, 12/10/89
   c. Elizabeth Lyle Lamb at Asheboro, First as Associate Pastor,11/19/89
   d. Lisa Marie Mullen at High Point, First as Associate Pastor, 12/3/89
   e. Sharon Gettys Stanley, 11/1/89

3. Minutes of Commissions to Ordain/Install (from October 31, 1989, meeting)

   a. J. William Black at Pine Ridge and Hills Presbyterian Churches, 8/27/89
   b. Robert Alvin Bryant at Cross Roads Presbyterian Church, 8/6/89
   c. Dennis J. Sebesan at Jamestown Presbyterian Church, 9/17/89
   d. Stevan Alan Snipes at North Wilkesboro as Associate Pastor, 6/16/89

   RECOMMENDATION:

   That the minutes of Commissions to Ordain and/or Install ministers be admitted to record.

4. Minutes of Commission of Salem Presbytery to Merge Churches

   Westview and East Burlington merged to form Westminster Presbyterian Church, 11/19/89

   RECOMMENDATION:

   That the minutes of the Commission to constitute the merger of the East Burlington and Westview Churches forming the Westminster Church be admitted to record.

5. Ministerial Transfers (receiving) — Reference: CoM

   a. William C. Weckerly, Graham Presbyterian Church
      Have Call and Installation Commission

   b. Frances Phillips-Olson - at-large

6. Candidates for Ordination — Reference: CoM

   a. Robert Jeffords, Covenant Presbyterian Church
      Have Call and Ordination/Installation Commission

   b. John G. (Jack) Ragland - at-large

7. Ministers being Dismissed — Reference: CoM

   a. David W. Nash to Summerville Presbyterian Church, Presbytery of West Virginia

b. Donald Mimbs to First Presbyterian Church, Hoxie, Kansas, Presbytery of Northern Kansas

c. Robert Osborne to Windemere Presbyterian Church, Wilmington, NC, Presbytery of Coastal Carolina

d. John R. Hilley to the Presbyterian Church of Toms River as Interim Associate, Presbytery of Monmouth

8. Chapter 8 Exemptions — Reference: Stated Clerk

a. Siler City Presbyterian Church, June 4, 1989
b. Covenant Presbyterian Church, Winston-Salem, October 29, 1989

9. Letter from Presbytery of New Hope Committee on Ministry, Kay-Robert Volkwijn granted permission to labor outside their bounds — Reference: CoM

10. Letter from John W. Kuykendall with request by the Davidson College Board of Trustees that the re-election of Thomas S. Douglas, III of First Presbyterian Church, Winston-Salem, and the election of Dr. R. Scott Woodmansee, Pastor of the First Presbyterian Church, High Point, be confirmed as Trustees of Davidson College, Class of 1993.

RECOMMENDATION:

That Salem Presbytery confirm the re-election of Thomas S. Douglas, III, and the election of Dr. R. Scott Woodmansee as Trustees of Davidson College, Class of 1993.

11. Letter and Overture from the Rev. John Brearley concerning recycling (copy enclosed). Reference: Bills & Overtures

For Information

12. Letter from Dr. Carroll Jenkins announcing the 1990 Synod of the Mid-Atlantic Meeting, June 22-23, at the Stouffer Hotel, Winston-Salem, NC.

13. Letter from Presbytery of Geneva soliciting support for their Overture to the General Assembly seeking a study of the feasibility of early retirement of ministers with adequate pension.

14. Letter from Presbytery of Transylvania seeking Salem's endorsement of their Overture to the General Assembly that "A Declaration of Faith" be included in the Book of Confessions.

15. Letter from the Session of the Pilot Mountain First Presbyterian Church concerning "Questionable Actions By Our Denomination" (copy enclosed).

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain and/or install ministers.

ORDINATION AND INSTALLATION OF J. WILLIAM BLACK AS PASTOR OF THE PINE RIDGE PRESBYTERIAN CHURCH, PILOT MOUNTAIN AND THE HILLS PRESBYTERIAN CHURCH, PILOT MOUNTAIN

The Commission, according to the appointment of Salem Presbytery, met at the Pine Ridge Presbyterian Church of Pilot Mountain, North Carolina, August 27, 1989, at 4:30 P.M., with Ministers Linda Blessing, Stan Voth, James Mauldin, Ed Henegar, Elders Patricia Joyce, Shawn Hunter, Ledia Eads, A. L. McAlexander present, and was opened with prayer by Linda Blessing. Quorum present. Linda Blessing was elected Moderator, and A. L. McAlexander Clerk. Stan Voth presided and led the congregation in a service of worship. Ed Henegar preached from II Corinthians 4:1-7, after which Linda Blessing recited the proceedings of Presbytery leading up to this service, and Patricia Joyce and Shawn Hunter proposed the Constitutional Questions to both the minister and the congregations assembled together in the same sanctuary. These being answered in the affirmative, J. William Black was ordained with prayer and the laying on of hands of the Presbytery and installed as the Pastor of the Pine Ridge and Hills Presbyterian Churches agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Ed Henegar and to the Congregation by James Mauldin. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and have him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Ledia Eads.

ORDINATION AND INSTALLATION OF ROBERT ALVIN BRYANT AS PASTOR OF THE CROSS ROADS PRESBYTERIAN CHURCH, MEBANE

The Commission, according to the appointment of Salem Presbytery, met at the Cross Roads Presbyterian Church of Mebane, North Carolina, August 6, 1989, at 4:00 P.M., with Ministers David W. Nash, A. B. Plexico, Kevin Channel, David F. Whiteley, John G. Truitt, Elders Eugene Anderson, N. N. Fleming, Jr. present, and was opened with prayer by David Nash. Quorum present. David Nash was elected Moderator, and N. N. Fleming, Jr. Clerk. David Nash presided and led the congregation in a service of worship. David F. Whiteley preached from Revelation 21:1-4 and Luke 10:1-12, 16-17, a sermon entitled, "Ministry from Fear to Joy", after which David Nash recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Robert A. Bryant was ordained with prayer and the laying on of hands of the Presbytery and installed as the Pastor of the Cross Roads Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by N. N. Fleming, Jr., and to the Congregation by John G. Truitt. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and have him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Eugene Anderson.

INSTALLATION OF REAGAN P. GIBBS AS PASTOR OF THE COLLINSTOWN PRESBYTERIAN CHURCH, WESTFIELD AND THE FRANCISCO PRESBYTERIAN CHURCH, WESTFIELD

The Commission, according to the appointment of Salem Presbytery, met at the Collinstown Presbyterian Church of Westfield, North Carolina, January 14, 1990,

at 7:00 P.M., with Ministers Allen E. Morrison, Jesse Bledsoe and Lester Sheppard and Elders Jerry George, Bettie Wright, Joel Sheppard and Mark Oakley present, and was opened with prayer by Allen Morrison. Quorum present. Allen Morrison was elected Moderator, and Mark Oakley Clerk. Allen Morrison presided and led the congregation in a service of worship. Jesse Bledsoe preached from Isaiah 6; II Timothy 4:1-5; and Matthew 28:16-20, after which Allen Morrison recited the proceedings of presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregations assembled together in the same sanctuary. These being answered in the affirmative, Reagan P.Gibbs was installed as pastor of Francisco and Collinstown Presbyterian Churches agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Allen Morrison and to the Congregation by Allen Morrison, Rev. Sheppard feeling physically unable to do this. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Allen Morrison.

INSTALLATION OF FRED R. HORNER AS ASSOCIATION MINISTER OF PROGRAM ADMINISTRATION OF THE FIRST PRESBYTERIAN CHURCH, GREENSBORO

The Commission, according to the appointment of Salem Presbytery, met at the First Presbyterian Church of Greensboro, North Carolina, December 10, 1989, at 10:45 A.M., with Ministers Jerold Shetler, Joseph B. Mullin, C. H. Reckard, John M. Handley, Elders W. Douglas Albright, Thomas W. Sinks, Rosa Yourse, and guest Elder Jocelyn Hill of Charlotte Presbytery present, and was opened with prayer by John Handley. Quorum present. John Handley was elected Moderator and W. Douglas Albright Clerk. Jerold Shetler presided and led the congregation in a service of worship. Joseph Mullin preached the sermon, "The Mystery of Advent", using as his text John 1:18, after which John Handley recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to the Minister and W. Douglas Albright proposed the Constitutional Questions to the Congregation. These being answered in the affirmative, Fred R. Horner was installed as Associate Minister of Program Administration of the First Presbyterian Church of Greensboro agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Jocelyn Hill and to the Congregation by C. H. Reckard. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Elder Jocelyn Hill.

ORDINATION AND INSTALLATION OF ELIZABETH LYLE LAMB AS ASSOCIATE PASTOR OF THE FIRST PRESBYTERIAN CHURCH, HIGH POINT

The Commission, according to the appointment of Salem Presbytery, met at the First Presbyterian Church of High Point, North Carolina, November 19, 1989, at 6:15 P.M., with Ministers Laura Spangler, Russ Ward, and guests Cheryl B. Bissette, Douglas Heidt, Kurtis Hess, Richard Lamb, Gary Marshall; Elders Gary Anderson, Dale Davidson and Anne B. Neely present, and was opened with prayer by Dale Davidson. Quorum present. Dale Davidson was elected Moderator, and Laura Spangler Clerk. Dale Davidson presided and led the congregation in a service of worship. Douglas Heidt preached from Psalm 34 and Matthew 17:14-21 a sermon titled, "Moving Mountains", after which Dale Davidson recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Elizabeth Lyle Lamb was ordained with prayer and the laying on of hands of the Presbytery and installed as Associate Pastor of First Presbyterian Church, Asheboro Presbyterian Church agreeable to the Word of God and the Book of Order. The Charge to the Pastor was delivered by Kurtis

Hess and to the Congregation by Gary Anderson. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave her their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Laura Spangler.

ORDINATION AND INSTALLATION OF LISA MARIE MULLEN
AS ASSOCIATE PASTOR OF THE FIRST PRESBYTERIAN CHURCH, HIGH POINT

The Commission, according to the appointment of Salem Presbytery, met at the First Presbyterian Church of High Point, North Carolina, December 3, 1989, at 11:00 A.M., with Ministers Lisa Lamb, R. Scott Woodmansee and guests W. Sibley Towner and David Carter Florence, Elders Carol Cox, Mark Draughn and Bill Pleasants present, and was opened with prayer by Scott Woodmansee. Quorum present. Bill Pleasants was elected Moderator, and Lisa Lamb Clerk. Scott Woodmansee presided and led the congregation in a service of worship. W. Sibley Towner preached from Ezekiel 34:25-31, after which Scott Woodmansee recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Lisa Marie Mullen was ordained with prayer and the laying on of hands of the Presbytery and installed as Associate Pastor of First Presbyterian Church of High Point agreeable to the Word of God and the Book of Order. The charge to the Pastor was delivered by David Florence and to the Congregation by Lisa Lamb. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave her their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Lisa Lamb.

INSTALLATION OF DENNIS J. SEBESAN
AS PASTOR OF THE JAMESTOWN PRESBYTERIAN CHURCH, JAMESTOWN

The Commission, according to the appointment of Salem Presbytery, met at the Jamestown Presbyterian Church of Jamestown, North Carolina, September 17, 1989, at 5:00 P.M., with Ministers Arnold Lovell, Steve Pharr, Jamie Pharr, David Henry, Elders James Guin, Catherine Bonner, Rudolph Boone, Marge Monroe present, and was opened with prayer by Steve Pharr. Quorum present. David Henry was elected Moderator, and James Guin Clerk. David Henry presided and led the congregation in a service of worship. Arnold Lovell preached from Acts 1 & 2, a sermon entitled, "The Risk of Being the Church", after which David Henry recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Dennis Sebesan was installed as pastor of the Jamestown Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Jamie Pharr and to the Congregation by James Guin. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Jamie Pharr.

ORDINATION AND INSTALLATION OF STEVAN ALAN SNIPES
AS ASSOCIATE PASTOR OF THE NORTH WILKESBORO PRESBYTERIAN CHURCH,
NORTH WILKESBORO

The Commission, according to the appointment of Salem Presbytery, met at the North Wilkesboro Presbyterian Church of North Wilkesboro, North Carolina, July 16, 1989, 7:00 P.M., with Ministers Malcolm M. Bullock, Robert C. Evans, III, John M. Handley, Jamie B. Pharr, Elders Sharon Long, Sam R. Ogilvie, Charles J. Gowing present, and was opened with prayer by Malcolm Bullock. Quorum present. Rob Evans was elected Moderator, and John Handley Clerk. Rob Evans presided and

led the congregation in a service of worship. Malcolm Bullock preached from II Corinthians 4:1-12, a sermon entitled, "Spiritual Treasure in Earthenware Jars", after which John Handley recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Stevan Alan Snipes was ordained with prayer and the laying on of hands of the Presbytery and installed as the Associate Pastor of the North Wilkesboro Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Charles Gowing and to the Congregation by Jamie Pharr. The service was concluded with the benediction pronounced by the newly-installed associate pastor, and the leaders of the congregation came forward and gave him their right hand of token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Rob Evans.

ORDINATION OF SHARON GETTYS STANLEY

The Commission, according to the appointment of Salem Presbytery, met at the Taylorsville Presbyterian Church, Taylorsville, North Carolina, November 1, 1989, at 8:00 P.M., with Ministers Carl W. Dumford, John Todd, Carter Shelley, Susan Dobyns, Paul Ryoo, Mark Stanley, Becky Stanley, Elders Waverly Moose, Margaret Marks present, and was opened with prayer by Carl Dumford. Quorum present. Carter Shelley was elected Moderator, and Carl Dumford Clerk. Carter Shelley presided and led the congregation in a service of worship. The Reverends Mark and Becky Stanley preached the sermon, after which Carter Shelley recited the proceedings of Presbytery leading up to this service and proposed the Constitutional Questions to the Minister. These being answered in the affirmative, Sharon Gettys Stanley was ordained with prayer and the laying on of hands of the Presbytery agreeably to the Word of God and the Book of Order. The charge to the Minister was delivered by John Todd. The service was concluded with the benediction pronounced by the newly-ordained minister, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer.

MINUTES OF COMMISSION OF SALEM PRESBYTERY TO MERGE THE WESTVIEW AND EAST BURLINGTON CHURCHES

The Commission appointed by Salem Presbytery to merge the two congregations of Westview and East Burlington Presbyterian Churches convened in the pastor's study of the Westview Church Sunday, November 19, 1989, 6:45 P.M. with the following members present: Ministers Norman Whitney, Warren Brannon and Charles Williams; Elders Ruth Kizziah, Harry Clark and Veda McLendon.

The meeting was convened by Warren Brannon and opened with prayer by Norman Whitney. Mr Brannon was elected Moderator and Charles Williams, Clerk.

The Reverend Frank Allen met with the Commission and spoke briefly of events leading to this merger. He then reviewed the order of the worship. The Moderator indicated assignments of parts of Commission members. The Commission then joined a congregation of approximately 116 people in the sanctuary for the service.

Harry Clark called us to worship and led the opening prayers. Norman Whitney read his Scripture Lesson from I John 4:7-21 and preached the sermon entitled, "The Power Which Shakes the Church". Warren Brannon presided in the service of merger which followed, pronounced the constitutional question which was answered in the affirmative by members of the two congregations present and declared the two now merged to form the Westminster Presbyterian Church according to the faith and order of the Presbyterian Church (U.S.A.) Charles Williams led the prayer of dedication and then charged the newly formed congregation. Following the hymn, "Now Thank We All Our God", the Pastor, Frank Allen, installed Elders and Deacons elected by the new congregation--propounding the constitutional questions to them and to the congregation, offering the installation prayer, and declaring them duly elected and installed.

Following the benediction, the Commission reconvened in the pastor's study, reviewed and approved these minutes, noted the benediction as its concluding prayer and then joined the new congregation in the fellowship hall for a reception celebrating the newly formed church.

SALEM PRESBYTERY

BUDGET AND FINANCE COMMITTEE REPORT

February 3, 1990

1989 ENDED WITH A SURPLUS...Actual receipts exceeded expenditures by $2,235. That is not much of a surplus, but is far better than the deficit which haunted us through the year.

BUDGET HEARINGS...The Council and the Budget and Finance Committee met with representatives from committees and divisions for Budget Hearings in November and December. As a result of these meetings, the 1990 Budget has been prepared and is presented for your approval.

1990 BUDGET...The Budget for 1990 totals $2,135,500 compared to the 1989 Budget of $1,995.359. This is an increase of $140,141 or 7%. A copy of the Proposed Budget is attached.

ACTIONS TO BALANCE THE BUDGET...This balanced Budget came as a result of the following adjustments:

1. The original askings from the divisions were reduced by $129,000.

2. Late receivables from 1989 will be applied to the 1990 receipts.

3. The $41,000 interest earned on investments in 1989 will be applied to the 1990 receipts.

4. The per cent of total receipts applied to Salem Presbytery Causes will be increased from 50% to 51% and the percentage to Synod will be reduced from 19.4% to 19% and the General Assembly reduced from 30.6% to 30%.

Don Lannon, Moderator

S A L E M P R E S B Y T E R Y

1990 Proposed Budget

INCOME:	1989 Budget	1990 Requests	1990 Proposed
Benevolence Giving	$1,970,359.00	$2,068,877.00	$2,050,000.00
Presbyterian Hunger Program		$7,000.00	$7,000.00
Program Receipts	$25,000.00	$4,500.00	$4,500.00
Hsinchu		$3,000.00	$3,000.00
Prior Year Benevolence Receipts			$30,000.00
Interest Income 1989			$41,000.00
TOTAL REVENUE	$1,995,359.00	$2,083,377.00	$2,135,500.00
EXPENSES:			
ADMINISTRATION COSTS			
Executive Presbyter/S.C.			
Salary/Housing	$46,000.00	$48,300.00	$48,300.00
Pension	$10,580.00	$12,075.00	$12,075.00
Social Security	$2,994.60	$3,694.95	$3,694.95
Dental Ins.	$394.72	$394.72	$394.72
Continuing Education	$1,200.00	$1,200.00	$1,200.00
Travel	$5,200.00	$5,200.00	$5,200.00
Total	$66,369.32	$70,864.67	$70,864.67
Assoc. Finance & Bus. Affairs/Treas.			
Salary	$37,000.00	$38,156.00	$38,156.00
Pension	$8,510.00	$9,539.00	$9,539.00
Social Security	$2,778.70	$2,918.93	$2,918.93
Dental Ins.	$197.36	$197.36	$197.36
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$4,500.00	$4,500.00	$4,500.00
Total	$53,986.06	$56,311.29	$56,311.29
Assoc. Presby./Congre. Life			
Salary/Housing	$37,000.00	$37,540.00	$37,540.00
Pension	$8,510.00	$9,385.00	$9,385.00
Social Security	$2,871.81	$2,871.81	$2,871.81
Dental Ins.	$695.56	$695.56	$695.56
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$4,500.00	$4,500.00	$4,500.00
Total	$54,577.37	$55,992.37	$55,992.37
Assoc. Presby./Care & Leadersh. Dev.			
Salary/Housing	$37,000.00	$37,848.00	$37,848.00
Pension	$8,510.00	$9,462.00	$9,462.00
Social Security	$2,408.70	$2,895.37	$2,895.37
Dental Insurance	$197.36	$197.36	$197.36
Continuing Education	$1,000.00	$1,000.00	$1,000.00
Travel	$4,500.00	$4,500.00	$4,500.00
Total	$53,616.06	$55,902.73	$55,902.73
Interim Hunger Action Enabler			
Salary/Housing		$18,500.00	$7,324.00
Pension		$4,625.00	$1,831.00
Social Security		$1,415.25	$560.29
Dental		$99.00	$128.00
Continuing Education		$500.00	$268.00

Travel		$2,250.00	$1,200.00
Total		$27,389.25	$11,311.29
Sub Total Program Staff	$228,548.81	$266,460.31	$250,382.35
Pritchett (Orange Presbytery Retirement Subsidy)	$8,740.00	$8,740.00	$8,740.00
Bookkeeper			
Salary	$23,500.00	$23,500.00	$23,500.00
Pension	$5,875.00	$5,875.00	$5,875.00
Social Security	$1,797.75	$1,797.75	$1,797.75
Total	$31,172.75	$31,172.75	$31,172.75
Administrative Assistant			
Salary	$21,000.00	$21,000.00	$21,000.00
Pension	$5,250.00	$5,250.00	$5,250.00
Social Security	$1,606.50	$1,606.50	$1,606.50
Total	$27,856.50	$27,856.50	$27,856.50
Administrative Secretary			
Salary	$21,000.00	$21,000.00	$21,000.00
Pension	$5,250.00	$5,250.00	$5,250.00
Social Security	$1,606.50	$1,606.50	$1,606.50
Total	$27,856.50	$27,856.50	$27,856.50
Secretary			
Salary	$16,500.00	$16,500.00	$16,500.00
Pension	$4,125.00	$4,125.00	$4,125.00
Social Security	$1,262.25	$1,262.25	$1,262.25
Total	$21,887.25	$21,887.25	$21,887.25
Receptionist			
Salary	$10,010.00	$16,000.00	$16,000.00
Pension	$2,502.50	$4,000.00	$4,000.00
Social Security	$765.77	$1,224.00	$1,224.00
Total	$13,278.27	$21,224.00	$21,224.00
Interim Staff			
Salary/Housing		$14,865.00	$14,865.00
Pension		$3,716.25	$3,716.25
Social Security		$1,137.17	$1,137.17
Travel		$2,000.00	$2,000.00
Total		$21,718.42	$21,718.42
NON-EXEMPT STAFF TRAVEL	$800.00	$800.00	$800.00
Sub Total Non-exempt staff	$131,591.27	$161,255.42	$152,515.42
TOTAL STAFF COMPENSATION		$427,715.73	$411,637.77
OFFICE COSTS			
Rent/Utilities	$24,000.00	$24,000.00	$24,000.00
Telephone	$11,000.00	$11,000.00	$11,000.00
Custodial	$3,200.00	$3,200.00	$3,200.00
Service/Maintenance	$8,000.00	$8,000.00	$8,000.00

Office Supplies	$21,000.00	$21,000.00	$12,000.00
Postage	$12,000.00	$12,000.00	$12,000.00
Equipment Maintenance	$1,000.00	$3,000.00	$3,000.00
Equipment Purchase	$4,000.00	$5,000.00	$5,000.00
Audit/Legal	$6,500.00	$6,500.00	$6,500.00
Insurance	$7,000.00	$7,000.00	$8,500.00
Miscellaneous	$1,258.00	$1,200.00	$1,200.00
Sub Total		$101,900.00	$94,400.00
TOTAL ADMINISTRATIION COSTS	$338,838.00	$529,615.73	$506,037.77
GOVERNING BODY FUNCTIONS			
Council Costs	$86,313.50	$17,075.00	$15,575.00
Black Caucus	$4,000.00	$4,000.00	$3,250.00
Evaluation & Goals	$700.00	$1,250.00	$1,250.00
Nominating Committee	$3,800.00	$1,950.00	$1,950.00
Permanent Judicial Commission	$1,850.00	$2,000.00	$2,000.00
Representation Committee	$350.00	$350.00	$350.00
Stated Clerk/Presbytery		$10,825.00	$7,325.00
Miscellaneous			$2,461.23
TOTAL GOVERNING BODY FUNCTIONS	$97,013.50	$37,450.00	$34,161.23
ADMINISTRATIVE SERVICES DIVISION			
Division Costs	$505.00	$675.00	$275.00
Communication Committee	$9,815.00	$11,530.00	$10,530.00
Budget/Finance Committee	$700.00	$1,650.00	$2,150.00
Personnel Committee	$700.00	$1,700.00	$1,700.00
TOTAL ADMINISTRATIVE SER. DIV.	$11,720.00	$15,555.00	$14,655.00
CHURCH DEVELOPMENT DIVISION			
Division Costs	$680.00		
Church Development Committee	$25,700.00	$123,100.00	$103,100.00
Evangelism Committee	$13,230.00	$13,013.00	$12,013.00
Small Church Committee	$162,774.00	$167,178.00	$137,178.00
TOTAL CHURCH DEVELOPMENT DIV.	$202,384.00	$303,291.00	$252,291.00
CHURCH IN THE WORLD DIVISION			
Division Costs	$505.00	$505.00	$400.00
Urban Ministry Grants	$40,905.00	$45,000.00	$34,500.00
Hunger Committee	$8,075.00	$4,500.00	$4,400.00
Peacemaking	$6,863.00	$6,863.00	$6,363.00
Social Justice Committee	$700.00	$5,400.00	$4,900.00
Criminal Justice Committee	$14,730.00	$2,240.00	$3,240.00
Women's Ministry Committee	$2,655.00	$3,235.00	$3,235.00
Racial Ethnic Committee	$3,005.00	$2,050.00	$2,050.00
Higher Education Committee	$23,330.00	$23,330.00	$20,330.00
International Missions Committee	$10,260.00	$9,260.00	$8,265.00
Ecumenical Missions Committee	$1,000.00	$1,500.00	$1,150.00

TOTAL CHURCH/WORLD DIVISION	$112,028.00	$103,928.00	$86,833.00
COMMITTEE ON MINISTRY			
Examinations Committee	$2,000.00	$1,050.00	$1,050.00
Committee Expenses	$15,450.00	$22,150.00	$22,150.00
Preparation for Ministry Committee	$38,000.00	$28,000.00	$20,000.00
Professional Development Committee	$4,700.00	$6,700.00	$6,700.00
TOTAL COMMITTEE ON MINISTRY	$60,150.00	$57,900.00	$49,900.00
CONGREGATIONAL LIFE DIVISION			
Division Costs	$5,005.00	$6,835.00	$435.00
Educational Ministry Committee	$2,530.00	$5,100.00	$4,850.00
Leadership Development Committee	$7,450.00	$10,800.00	$10,800.00
Stewardship Education Committee	$700.00	$2,000.00	$2,000.00
Worship and Music Committee	$700.00	$700.00	$700.00
Resource Centers Committee	$7,955.00	$10,275.00	$6,775.00
Youth Ministry Committee	$8,955.00	$7,800.00	$6,550.00
Children's MInistry Committee	$700.00	$2,800.00	$2,650.00
Singles Committee	$700.00	$3,000.00	$2,400.00
Adult Ministry Committee	$10,005.00	$12,925.00	$4,625.00
Presbyterian Men	$4,875.00	$4,800.00	$4,800.00
Spiritual Formation and Enrichment	$700.00	$2,420.00	$2,420.00
TOTAL CONGREGATIONAL LIFE DIV.	$50,275.00	$69,455.00	$49,005.00
OUTDOOR MINISTRIES			
Outdoor Ministries Division	$2,150.00	$1,140.00	$1,140.00
Camp Grier	$30,940.00	$31,458.00	$31,458.00
Camps New Hope/Presbyterian Point	$104,681.00	$109,025.00	$103,519.00
TOTAL OUTDOOR MINISTRIES	$137,771.00	$141,623.00	$136,117.00
TOTAL PRESBYTERY OPERATIONS	$1,010,179.50	$1,258,817.73	$1,131,000.00
ASSESSMENTS			
General Assembly	$134,342.31	$140,384.75	$140,384.75
Synod of the Mid-Atlantic	$79,258.00	$92,930.75	$92,930.75
BUDGETED BENEVOLENCE			
General Assembly	$468,587.54	$492,692.00	$474,615.25
Synod of the Mid-Atlantic	$302,991.65	$308,431.00	$296,569.25
TOTAL EXPENSES	$1,995,359.00	$2,293,256.23	$2,135,500.00
Excess Income/Expenditure	$0.00	($209,879.23)	($0.00)

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VOLUME II NUMBER 2

Minutes of

SALEM PRESBYTERY

SIXTH STATED MEETING
WESTMINSTER PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA
April 24, 1990

MINUTES OF

SALEM PRESBYTERY

SIXTH STATED MEETING
WESTMINSTER PRESBYTERIAN CHURCH
GREENSBORO, NORTH CAROLINA

April 24, 1990

OFFICERS

Moderator	S. Edwin Lewis
Moderator-in-Nomination	Joe Spears
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Interim Associate for Witness and Missions	Kay-Robert Volkwijn
Interim Hunger Action Enabler	Catherine J. Reed
Interim Associate for Camp Ministries	Albert D. Shaw, Jr.
Interim Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Mickey Wiggins
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

SIXTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

WESTMINSTER PRESBYTERIAN CHURCH

GREENSBORO, NORTH CAROLINA

April 24, 1990

The Sixth Stated Meeting of Salem Presbytery was called to order by Moderator S. Edwin Lewis at 9:00 a.m. on Tuesday, April 24, 1990, in the Westminster Presbyterian Church of Greensboro, North Carolina. The opening prayer was led by Ed Lewis.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., G. Woody Alexander, Jr., Frank Allen, Michael Askew, Jesse W. Bledsoe, Linda L. Blessing, Edwin Brammer, Warren C. Brannon, Robert A. Bryant, Robert E. Button, William D. Carmines, George Carpenter, Charles Carter, William H. Chappell, S. Jay Click, Thomas H. Clymer, Frederick A. H. Coates, J. Alexander Coblentz, Clyde T. Cook, David T. Daniel, Max E. Deal, Robert F. Dean, Frank M. Dew, James A. Dickens, Barbara Dua, Daniel L. Durway, Christopher East, John Eliason, James W. Eller, Robert C. Evans, III, Carlton A. G. Eversley, Dusty K. Fiedler, Robert A. Fiedler, Milton M. Foust, James T. Frazier, E. B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Joseph M. Garrison, Phillip R. Gehman, Calvin P. Gentry, Reagan P. Gibbs, James H. Grant, Jr., Lucius Gray, Hewon Han, John M. Handley, William C. Hayes, James Henderson, David L. Henry, Robert W. Herron, Cynthia R. Higgins, Z. N. Holler, Joanne Hull, Stephen A. Hundley, Guy W. Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Phyllis Kort, William R. Knox, Elizabeth Lamb, Donald E. Lannon, Robert Lee, S. Edwin Lewis, Jonathan W. Lovelady, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, E. Thomas Miller, James F. Miller, Allen E. Morrison, William H. Morrison, Lisa Mullen.

N-Z

David C. Partington, S. Curtis Patterson, Karen Pearson, Jamie Bibee Pharr, Joseph L. Pickard, George A. Ploger, Phillip J. Pogue, W. Clark Porter, III, Catherine J. Reed, William C. Rhodes, Jr., Leland A. Richardson, James Rissmiller, Jeannette G. Rodenbough, Paul S. Ryoo, Dennis Sebesan, Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Stephen A. Shive, Jeffrey Dee Smith, Stevan A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Patricia F. Stewart, Jamie D. Stimson, John Truitt, Jr., William D. Varker, Stanley M. Voth, Harold Waldruff, Rockwell P. Ward, William C. Weckerly, Norman M. Whitney, Sr., John A. Wilkerson, Jr., James Wilson, Paul D. Woodall, Jr., R. Scott Woodmansee, Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James Allen, Thomas B. Bagnal, Jr., John W. Bell, J. William Black, L. Adlai Boyd, John Cecil Brearley, Tyrone Burkette, Carole R. Chase, Mary Boyd Click, Tempe Fussell, J. Stimson Hawkins, J. Samuel Hobson, Jr., Fred Horner, Linn Rus Howard, William Stacy Johnson, Henry J. Keating, Walter W. King, David T. Lee-Andrews, Paul Lindsey, David A. Long, III, J. Roger Marrow, Steve A. Martin, Donald Mimbs, Reid Montgomery, J. Herbert Nelson, William T. Perkins, Steve Macon Pharr, A. B. Plexico, John G. Ragland, Paul N. Ridolfi, Danny M. Sharpe, Benjamin F. Williams, William J. Wrenn, Jr.

The following Ministers were unexcused:

James H. Banbury, Jonathan Barker, Ernest Bradford, Malcolm M. Bullock, Robert R. Childs, Jr., M. Gray Clark, Kermit W. Dancy, Frank A. Davison, M. Susan Dobyns, Carl W. Dumford, T. McLean Faw, Jr., Larry W. Freeman, Carter Gillespie, Scott C. Girard, William S. Johnston, Benjamin Kirkland, Robert M. Lewis, Laura C. Long, Z. Bradford Long, Ivan W. Lowery, James M. Mauldin, Kathleen Murdock, George Neal, Richard Osmer, Franklin L. Partridge, III, Frances Phillips-Olson, Gerald N. Reiff, James W. Smith, Jr., Jerry M. Smith, John B. Talmage, Glenn C. Thomason, Charles Williams, J. Gordon Williams, Michael E. Woodard.

The following Missionaries and Chaplains were excused:

Sherron Kay George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, James L. Price,Jr., Charles Reckard, John A. Redhead, Jr., Lester E. Sheppard, William W. Sloan, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank Wilkinson, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Claude T. Church, Floyd Fogleman, Enos Smith, Allen Temple James Miles, Virginia A. Mott, Asbury Tom Sheppard, Asheboro, First James H. Allen, Earle Chapman, Bethany (Graham) Bennie C. Thompson, Bethany (Statesville) James P. Ingram., Bethel J. C. Tuttle, Bethesda (Ruffin) Mitch Foster, Bethesda (Statesville) William Harold Massey, Beulah Elizabeh R. Scott, Josh Watkins, Bixby Bill Cornatzer, Buffalo Larry Kuepferle, Burlington, First Bill Cothran, Rebecca McK. Whitener, Calvary Mr. Fred Tatum, Church of the Cross James Kellam, Clemmons Don J. Kaserman, Clio J. H. Summers, Collinstown Alice Goins, Community in Christ, Presbyterian Marsha Hooks, Concord Harvey Stevenson, Jr., Cooleemee Grier C. Waller, Covenant Mrs. Sandra Russell, Crestwood Mrs. Louise Brimley, Cross Roads Bob Thomas, Dellabrook Inis Johnson, Eden, First Coy Stack, Edward Webb Memorial Gladys W. Bailey, LaDonna McCarther, Elkin James Carson, Fairmont Colleen Story, Faith, Bob Zeliff, Fieldstone Celeste B. Wilkinson, Fifth Creek Edie Purdy-Horn, Flat Rock Gail Cox, Forest Park Robert C. Crawford, Sr., Forest Hills Stan Bittner, Francisco Betty Wright, Franklin Claudia Gardner.

G-M

Glendale Springs Doris Brooks, Grace William Shouse, Alonzo Stephens, Graham Betty Webb, Virginia Caruthers, Greensboro, First Richmond Bernhardt, Philip R. Gelzer, Richard Wharton, Greenwood Harvey Carroll, Griers Minnie Margaret Butler, Guilford Park Ezra W. Brooks, Louise O'Shea, Gulf Roger Oldham, Hawfields Carl McAdams, David Smith, High Point, First Bill Boyles, Aaron N. Clinard, Sam McKinney, Highland Esther Preston, Gary Simes, Jamestown John Hamil, Kernersville, First Martha Faye Collins, Korean First Jung M. Kim, Lansing Lorene Powers, Lexington, First Bill Scarlett, Dr. Jim Welborn, Lexington, Second Kenneth Phillips, Lloyd, Edwin L. Patterson, Ruth M. Patterson, Logan Blanche L. Feimster, Clayton Tatum, Madison Marsha Mutch, Mocksville, First Hank Van Hoy, Mooresville, First Paul W. Beaver, Mt. Vernon Springs Lillie B. Cameron.

N-Z

New Creation Margaret Young, New Salem Jeanne Cockrell, North Wilkesboro Mary L. Clements, Perry Snipes, Old Providence Randy Wooten, Old Town Robert D. Wham, Parkway Coretta Blanchette, Doris C. Lewis, Piedmont Bob Adams, Pittsboro Charles Cameron, Jay Olson, Presbyterian Church of the Covenant James B. Sullivan, Prospect Helen C. Lyerly, Randolph Doris Clark, Reid Memorial Mae Helen Byers, Salisbury, First Barbara Jackson, Dean Wilson, Salisbury, Second Danny Burleson, Sedgefield Craig McIntosh, Shallowford Gary R. Pope, Shady Side Betsy Calhoun, Charles England, Shiloh (Burlington) Jean R. Rogers, Smyrna Raymond Jones, Sparta Clayton D. Swain, Speedwell Lynda Purcell, Spencer Louise Eddinger, St. Andrews Forrest Galyean, St. James Joseph W. Meddling, James E. Walker, St. Paul (High Point) Cora Massey, St. Paul (Greensboro) Louise T. Roberts, Starmount Michael T. Maynard, Bob Millen, Janet Tyer, Statesville, First Isaac T. Avery, Jr., Esther Cole, Tabor Victor C. Troutman, Third Creek Richard S. Current, Thomasville, First Katherine Spencer, Thyatira Ben Harrison, Trinity (Burlington) Robert Von Bergen, Trinity (Salisbury) Franklin Lyerly, Gladys Winston, Trinity (Winston-Salem) Gilbert McLeod, Vandalia Edith N. Crews, Wentworth W. D. Sherron, Westminster (Burlington) Wade Redding, Westminster (Greensboro) Allan Cannon, Bill Cleveland, Winston-Salem, First Bill East, Robert S. Hartsell, James S. Price, Harold E. Wingert, Yadkinville Bud Alexander, Yanceyville Edith W. Wilson.

The following Churches were excused from having representation at this meeting of Presbytery.

Baird's Creek, Brentwood, Hills, John Calvin, Mount Airy, First, Pine Ridge, Reidsville, First, Shiloh (Statesville), Springwood, Unity.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Back Creek, Boone, First, Boonville, First, Cameron, Centre, Cleveland, Danbury Community, Dogwood Acres, Ebenezer, El Bethel, Elmwood, Fellowship, Freedom, Glenwood, Harmony, Hope View, Immanuel, Joyce, Laurel Fork, Little Joe's, Love Valley, Mebane, Memorial, Milton, Mocksville, Second, Mount Jefferson, Mount Tabor, Mount Vernon, Oakland, Oakview, Peak Creek, Pilot Mountain, First, Pine Hall, Pleasant Grove, Red House, Riverview, Rumple Memorial, Sandy Ridge, Siler City, Southminster, Stoneville, Stony Creek, Taylorsville, Wispering Pines, Yadkin United.

The following Church Professionals were enrolled:

Sammie Braxton, Evelyn Edwards, Claire Holt, Ella Mae Phelps, Delores Spielman, Ida McCaskill, Leslie McLeod, Dottie Metropol, Parks Williams.

The following Visitors were registered:

Annie M. Bates, Betty Blythe, Paul Boone, Norman Bowman, Ada Settle Brown, Karen Bryon, Marian Cameron, Susan M. Carmines, Katherine B. Carr, Frank Carter, Fred Carter, Howard Chadwick, Charles Connor, Greta Connor, Ginny Couch, Anna M. Diemer, Trevor Downie, Octavia B. Edwards, Rachel Ellis, Martha Anne Fairchild, C. Weldon Fields, W. Earle Frazier, Robert Gilchrist, Ezra C. Gilliam, Lilliesteen M. Harris, Robert Howard, Helen Hunter, Daisy Keaton, Dale C. Kistler, Gayle A. Knox, Ruth B. Lenger, Harriet P. Lipe, Phil Loftin, Paul Meech, Jane Miller, Mike Muse, Russell Palmer, Robert B. Parker, Jewelene Parker, Bonnie Pettijohn, Esther Ploger, Fred Poetzinger, Kenneth E. Pollock, Lucy M. Rankin, Evelyn Rearwin, Otis B. Scott, Lucylle Shelton, Tom Spangler, Mary Lou Stevenson, Valerie C. Thomas, Linda Thurston, Steve Thurston, Byron Wolfe, Winifred Yoder, Auredia Young.

The following Salem Presbytery Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Paul Ransford, Kay-Robert Volkwijn.

DOCKET

The docket was approved as presented by the Moderator of Council.

WELCOME

The Governing Body was welcomed by Bill Varker, pastor of the host church, and also by Paul Ryoo, pastor of the Korean First Church which uses the Westminster facilities. Information regarding the facilities was presented.

INTRODUCTIONS

Elders attending for the first time were introduced and welcomed. Also introduced was the Rev. Norman Bowman, visiting minister from the Church of Scotland.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, pp. 86-87.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, pp. 88-89.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Resolutions: Jewelene Parker, Chairman
Paul Woodall

Bills & Overtures: John Truitt
Dick Troutman
Joe Meddling

OMNIBUS MOTION

Rollin M. "Chip" Steele, Moderator of Council, presented the Omnibus Motion. Following opportunity for members of the Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
Rollin "Chip" Steele, Moderator

Your Council has met twice since the last meeting of Salem Presbytery. Attendance has been excellent and the Council has worked hard. Special emphasis has been placed on the length of the docket for presbytery meetings in an attempt to smooth and shorten that event. Presbytery's Committees are cooperating fully in our efforts.

We encourage every Commissioner at the April 24 meeting to be in the sanctuary of Westminster Church promptly at 9 a.m. We have scheduled an Order of the Day adjournment at 3:30 p.m. (which can only be extended by vote of the commissioners). There is much important business. Please come prepared by reading carefully the packet materials.

The "Omnibus Motion" adopted in February will be used in this meeting to speed the approval of routine, non-controversial matters. Be sure to read the OM process sheet included as a part of John Handley's introductory letter at the front of this packet. It includes this meeting's OM items.

Book Exchange at Presbytery Meetings. Council approved the encouragement of commissioners and other participants to donate used religious books to a Book Exchange at Presbytery Meetings. If you have a religious book you would offer, bring it to the designated table in the break area. If you choose to take a book you find there, you are requested to make a donation to the 2-cents per meal fund.

ACTION:

Presbytery approved the Small Church Committee's request to serve Holy Communion during their May 7-8 Workshop.

In order to allow time for the Personnel Committee to complete its search for a permanent Hunger Action Enabler (part-time):

ACTION:

Presbytery approved the part-time employment of Interim Hunger Action Enabler, the Rev. Katy Reed, to be extended through July 31, 1990.

In an attempt to strengthen and describe the work of the Divisions in Salem's structure:

ACTION:

Presbytery received the Proposed Division Responsibilities paper and referred it to the Divisions as a working paper during the remainder of 1990.

PROPOSED DIVISION RESPONSIBILITIES

Division Moderator attends Council regularly as a voting member
Upon request, one of the Committee Moderators may substitute at Council meeting in the Division Moderator's absence, but without vote.

Division Moderator maintains contact with committees
Sit down with each moderator quarterly (phone ok)
Meeting Schedule - meet with each committee at least yearly
Read Minutes and reports

Quarterly Division Meeting is held to:
Keep Committee Moderators aware of necessary relation between their committee's work (especially program and event recommendations) and the Mission Statement and any goals assigned by Presbytery
Review progress/problems of committees
Consider budget revision/requests of committees
Request Nominations Committee to fill vacancies - any suggestions?
Review/revise reports for Council - recommended by vote
Consider docket requests - seek clarity of minimum time needed
Approve announcements for TELLIT time (be creative)
Recommend event dates/plans to Council
Review future plans
Plan needs for use of communications system
Salem Sampler
Synod News
Newspaper or TV
Presbytery Packet
Presbytery Meetings displays & TELLITS
Program Fair - yearly at Summer Meeting

Provide for evaluation of effectiveness of Division events/programs

Provide orientation to Division for new committee moderators and encourage committee moderators to provide orientation to their new members

Budget Process
Gathering Budget Requests from Division Committees
Careful Review/Revision/Recommendation of Budget Requests
Program Hearing
Budget Hearing
Budget Revisions

Speeding Presbytery Business. In order to speed the flow of business at presbytery meetings, Council discussed the handling of matters in which three criteria have been met. When reports of committees with their recommendations have been:

1) Approved by their divisions,
2) Unanimously approved by council,
3) Submitted in time to be included in the mailed packet,

they should qualify for special handling. Therefore, when presented on the floor, the Committee has three minutes to clarify and point up the issues involved. Unless there is an objection, they will then be put to a vote without discussion.

If there is objection, even if in the form of a question for further clarification, there will be time for discussion provided (in other words normal process will be followed).

This presents a modified "Omnibus Motion" which allows for a brief presentation, then vote on that specific matter (in contrast to no explanation and a vote on a number of matters at once which characterizes the "Omnibus Motion").

ACTION:

The reports of committees (including recommendations) approved by their divisions, unanimously recommended by Council, and included in the Presbytery Packet will be presented by their division with no more than three (3) minutes of explanation (at the discretion of the committee Moderator) and approved without discussion unless there is objection.

Bicentennial Fund Participation. Council discussed at length the participation of Salem in the 1991-'93 cycles of the denomination-wide Bicentennial Fund Campaign. Such participation was endorsed by the Budget and Finance Committee. The enclosed information included as Appendix A, B and C were read and discussed.

The campaign has three levels of receipt of donations: General Assembly, Synod and Presbytery. Each level prepares a "prospectus" indicating specific programs/projects for which the money will be used. Categories for such items are discussed in Appendix A. They include:

Developing and Revitalizing Congregations
Evangelizing/Educating God's People For Service
Sharing Compassion, Doing Justice
Undergirding Global Mission

Each level will develop specific programs and projects to pursue under each category.

The overall goal for the whole campaign is $150,000,000, with a challenge goal of $175,000,000. Being a newly forming presbytery, Salem would be in the final cycles of the campaign. The fund has exceeded preliminary expectations in the cycles already completed (leading to the raising of the preliminary goals of $125,000,000 and $150,000,000 challenge). See Appendix B for figures used in determining Salem's goal.

There are several models of types of campaigns: First, Congregation only; Second, Specific emphasis on development of Special gifts; and third, emphasis on the development of Major gifts. These are described in Appendix C.

ACTIONS:

1. Salem Presbytery approved participation in the General Assembly sponsored Bi-Centennial Fund.

2. We will do so as an "M Presbytery", meaning that we would include specific emphasis on the development of major gifts in a two year campaign.

3. The goal for Salem Presbytery will be $2,650,000.00.

Old Town Church Enters Article 13 Process

Since the last meeting of Presbytery, the Old Town Church (Winston-Salem) Session has advised Presbytery that they will begin the Articles of Agreement, Plan of Reunion process of discussing and later voting whether or not to leave the denomination for another reformed body of its choice. The first of the two official meetings in that process was announced for April 22, 1990.

The Council appointed a Special Committee (described in the Articles) so that Salem could be represented by well-prepared persons at that meeting which was called to be held before this next meeting of presbytery (April 24). Therefore, Council asks that presbytery officially elect the committee which has already begun to represent them.

ACTION:

Presbytery elected the Rev. Jud Milam (St. Andrews Church, Winston-Salem), Moderator, Mrs. Esther Preston (Highland Church, Winston-Salem), Clerk; the Rev. David Burr (retired); Mrs. Martha Young (First Church, Winston-Salem); and Mr. Steve Thurston (First Church, Salisbury) as its Special Committee to represent the presbytery in the Article 13 process with the Old Town Church of Winston-Salem.

Article 13 Guidelines

Council discussed giving guidance to Special Committees and any churches entering the Article 13 process (see Appendix D for text of Article 13). The wording of the Article itself is general and non-specific and needs interpretation. The Council submits the following, which, for the most part, is identical to the Guidelines developed by the former Concord Presbytery.

ACTION:

Presbytery adopted the statement entitled Guidelines for Churches Considering Leaving the Presbyterian Church (U.S.A.) under Article 13.

Policy Regarding Reunion
Articles of Agreement #13

The following were policies in effect in the Presbytery of Concord concerning churches considering employing the provision of reunion Articles of Agreement #13:

GUIDELINES FOR CHURCHES CONSIDERING LEAVING THE PRESBYTERIAN CHURCH (U.S.A.) UNDER ARTICLE 13

The Presbytery is concerned about its churches who consider leaving the Presbyterian Church (U.S.A.):

- concerned that full and accurate information be provided to each such congregation in order that a careful, faithful decision can be reached.
- concerned that the process of sharing information be open, not secretive, filled with the mutual respect that bears witness to the Gospel.
- concerned that there be active, caring dialogue between Presbytery and a congregation considering requesting dismission from the very beginning of that congregation's discussion.
- concerned that whether the congregation eventually stays within or leaves the denomination, that the Lord's Name will be praised by the discussions, the processes used and the eventual decision.

Renouncing affiliation with the denomination on the part of a church has profound repercussions on both the particular church and the Presbyterian Church (U.S.A.). What is undertaken and how it is undertaken must bear witness to the faith to which we have vowed to be faithful. The following procedure is to guide churches of our

Presbytery in interpretation of the steps by which Article 13 is to be carried out. More specifically this interprets the grounds for "contest" of the vote described in the Articles of Agreement 13.3f.

It is required that at least the following procedures be employed by a church considering dismissal under Article 13, "Procedures for Dismissal of a Congregation with its Property":

A. The Congregation's Responsibilities

1. The session shall inform the Presbytery of its desire to enter into dialogue concerning dismissal. This must be done prior to consideration of the formal congregational meetings described in Article 13.

2. The current Moderator of the Presbytery upon hearing of such unrest shall immediately appoint a "Special Committee" to begin meeting with the Session and/or congregation. Such meeting(s) may be called at the initiative of the Session or the Special Committee. The Session shall provide an accurate roll of the membership of that congregation, together with the current mailing list. The Special Committee shall have the right to review the records of the Session and the congregation.

3. All meetings to discuss the question of withdrawal shall be open meetings to which the Special Committee shall be invited and given opportunity to hear and respond to concerns voiced either by congregation members or outside advisers.

4. The Special Committee shall take special care that its contacts with the Session and congregation not be in an adversarial posture. The purpose of such openness is to help the congregation make decisions that will be based on accurate information.

5. The Special Committee has no right to block or disrupt any regularly called meetings for such discussion. Their primary purposes shall include:

   a. Clarify misinformation or share additional facts regarding denominational concerns of the congregation.

   b. Witness to the strengths and weaknesses of the denomination with honesty and clarity. The sharing of information should be the desired focus.

   c. Assure that the process used in the congregation's discussions and decision-making safeguards the rights of all its members to hear and be heard without unfair pressure. This includes the right to monitor carefully the final secret balloting process.

   d. Engender Christian dialogue in the hope that, either going or staying, the congregation will be aided and strengthened in their witness to the Gospel by this process.

   e. Keep the Moderator of the Presbytery, the Council, and the Committee on Ministry informed of the situation as it develops. With the prior knowledge of the Session it may invite other resource persons to join the dialogue if needed to clarify specific issues or to bring specific knowledge to the congregation, (this may include Presbytery or denominational leaders).

The rending of historic ties between congregations and denominations has profound repercussions on both. If dismissal is eventually the

congregation's decision, then the parting, though one filled with sadness and pain, should be one of two mature, faithful parts of Christ's body seeking ways to better serve our common commitment to our Lord Jesus Christ.

B. The Minister's Responsibilities

The minister is not a member of the congregation, but a member of Presbytery and has vowed (G-14.0406(e)) "to be governed by our church's polity, to abide by its discipline, to be a friend among its colleagues in ministry and to work with them, subject to the ordering of God's Word and Spirit". The Presbytery does not have any desire to keep anyone from following his or her own conscience. It is a time honored tradition that one cannot bind the conscience of a minister. However, when a minister finds himself/herself or the congregation out of accord with the Constitution of the PC(U.S.A.), it is incumbent on the minister to consult with Presbytery through the Committee on Ministry. It is the Committee's responsibility to insure that congregations considering leaving this denomination do so with adequate information to make carefully considered and faithful decisions. The Committee will consult with Ministers and Sessions in such situations to assure that a fair and open process is adopted. We expect a minister in such a situation to cooperate with and support Presbytery's efforts in the interest of the congregation's ability to make a decision based on clear and balanced information.

We do not seek uniformity on every item of doctrine or polity, but we do claim a minister's fidelity to vows taken at ordination. We need one another. Those with whom we disagree may help to keep us honest. But this is only so when we deal with our differences openly and honestly. We call on all our ministers to support the ministry and witness of the PC(U.S.A.) and to deal openly with any differences they might have through appropriate channels within the church.

ACTION:

The above cited Guidelines For Churches Considering Leaving the Presbyterian Church (U.S.A.) under article 13 was adopted as the Guidelines of Salem Presbytery.

For Information

The text of the Article is as follows:

ARTICLE 13. PROCEDURES FOR DISMISSAL OF A CONGREGATION WITH ITS PROPERTY

13.1 The provisions of this article are intended to apply only to the reunion of the Presbyterian Church in the United States and The United Presbyterian Church in the United States of America to form the Presbytery Church (U.S.A.) and shall not alter, abridge or nullify in any way the principles as to the ownership of property in either antecedent Church or in the reunited Church as established by ecclesiastical and civil law.

13.2 Following the consummation of union, no congregation shall be dismissed for a period of eighteen months except with the permission of the General Assembly. Members, officers, or ministers who do not desire to be a part of the union may, at any time, unite with other denominations and particular churches as set forth in G-10.0102r, G-10.0302b(1), G-11.0103n.

13.3 After one year from the consummation of union, a congregation formerly a part of the Presbyterian Church in the United States may be dismissed when the following conditions have been met:

a. That the Session of the church shall call a congregational meeting for the purpose of discussing the question, "Shall the (Name) _____ Presbyterian Church (U.S.A.) request dismissal to another Reformed body of its choice?" Due notice of such meeting shall be given orally from the pulpit of the church at regular church services on two successive Sundays, the first of which shall be at least ten days prior to the meeting. The required quorum shall be as follows:

If the number of members is one hundred or less, one fourth of the members; or

If the number of members is more than one hundred, twenty-five members or one tenth of the members, whichever is greater.

b. That the Presbytery of jurisdiction shall appoint a special committee to meet with the congregation at the congregational meeting. Presbytery's committee shall have the privilege of the floor with the right to speak.

c. That no type of vote for any purpose shall be taken at the meeting.

d. That the Session call a special congregational meeting, to be held no sooner than six months and no later than twelve months from the date of the congregational meeting held for consideration of dismissal.

e. That due notice of such meeting shall be mailed to all members of the church at least thirty days prior to the meeting, and given orally from the pulpit of the church at regular church services on two successive Sundays, the first of which shall be at least ten days prior to the meeting. The Presbytery committee shall be present at the meeting and have the privilege of the floor with the right to speak.

The form of the call of the meeting shall be as follows:

A special meeting of the congregation of the (Name) _____ Presbyterian Church (U.S.A.) is called for _____ (a.m. or p.m.) on the _____ day of _____, 19___, at _____, to consider and decide whether it shall or shall not request to be dismissed to another Reformed body. Provisions and authority for this special meeting are found in the Articles of Agreement, Article 13, entered into by the Presbyterian Church in the United States and The United Presbyterian Church in the United States of America as a part of the plan of reunion in which both Churches became on Church, the Presbyterian Church (U.S.A.)

A quorum for this purpose shall be no less than one third of the active confirmed members in good and regular standing. It is urged that a decision on so important a matter be made by a group large enough to reflect the true mind of the whole congregation.

After discussion, a secret ballot will be taken on the categorical question: Shall the _____ Presbyterian Church (U.S.A.) request dismissal to _____, another Reformed body?

Request dismissal ___ Do not request dismissal ___

If two thirds of those present and voting vote to request dismissal, this particular church will be dismissed under the special provisions of Article 13 of the Articles of Agreement, and will retain all of its property, subject to any existing liens and encumbrances, but will surrender its membership as a congregation in the Presbyterian Church (U.S.A.).

f. That within ten days any person of the unsuccessful side may contest the regularity of the call for, or the conduct of, or the vote taken in, the congregational meeting by a written notice to the Presbytery of jurisdiction. The Presbytery shall then review the questions at issue and, if the contest is sustained, it shall direct the calling of a new congregational meeting.

g. That if the contest is filled by those persons voting for dismissal from the Presbyterian Church (U.S.A.) and the contest is not sustained by the Presbytery, such church shall continue to be a member church of the Presbyterian Church (U.S.A.). If the contest is filled by those voting against dismissal, and is not sustained by Presbytery, such church shall be dismissed to another Reformed body and shall be permitted to retain all of its property subject to any liens and encumbrances.

h. That the jurisdiction of the Presbytery shall be final in any contest brought under this Article.

13.4. Any petition for dismissal with property filed later than eight years from the consummation of union shall be handled under the appropriate provisions for such a request in the Form of Government.

ACTION:

Salem Presbytery approved Staff Resourcing Assignments as follows:

Executive Presbyter/Stated Clerk, John Handley; Council, Outdoor Ministries Division, Personnel Committee, Communications Committee, Criminal Justice Committee, International Missions Committee, Racial Ethnic Committee, Higher Education Committee, Nominations Committee, Permanent Judicial Commission, and Goals and Evaluation Committee.

Associate Presbyter for Care and Development of Leadership, Carter Shelley; Committee on Ministry, Committee on Preparation for Ministry, Examinations Committee, Professional Development Committee, and Small Church Support Committee.

Associate Presbyter for Congregational Life, Hewon Han; Congregational Life Division (11 Committees), Ecumenical Relations Committee, and Women's Ministry.

Presbytery Associate for Business Affairs/Treasurer, Willie Garvin; Administrative Services Division with Budget and Finance Committee, Evangelism Committee and Church Development Committee, Social Justice Committee, and Committee on Representation

Hunger Action Enabler, Katy Reed (presently serving as Interim H.A.E.); Church in the World Division with Hunger and Peacemaking Committees.

Actions of Council to be admitted to record:

ACTION:

The following actions of Council were admitted to record:

1. Approval of the February 3, 1990, minutes of the Fifth Stated Meeting of Salem Presbytery.

2. Acceptance of the invitation of the Forest Hills Church, High Point, to host the July 14, 1990, Salem Presbytery Meeting.

Council endorsement of Committee recommendations:

ENDORSED:

Nominations Committee recommendation that Frank Allen and Jane Miller be elected as Principal Commissioners to the 1990 Meeting of the General Assembly at Salt Lake City.

ENDORSED:

Peacemaking Committee recommendations concerning their goals for 1990. This includes the recommendations dealing with encouraging Sessions to do peacemaking by developing (or continuing) efforts to do worship, training, or mission activities with neighboring Presbyterian Churches. Also included are the announcements of goals being developed and the recommendation regarding appointment of a volunteer Peacemaking Enabler.

ENDORSED:

Camp Grier Search Committee report with its recommendations concerning election of the Rev. Bart Shaw as the Director of Camp Grier and other matters related to that election.

CONGREGATIONAL LIFE DIVISION
Linda Blessing, Moderator

Delores Spielman, Moderator of the Adult Ministries Committee introduced Mrs. Jan L. McGilliard, a member of the staff of the Mid-Atlantic Association of Ministries with Older Adults for a presentation.

EDUCATIONAL MINISTRY COMMITTEE

The Educational Ministry Committee made a presentation concerning Pathways to Leadership event in September, 1990.

INTERNATIONAL MISSIONS COMMITTEE
Alex Coblentz, Moderator

The Presbytery heard reports from Harriet Lipe, Marsha Mutch, Robert Pittard, and John Handley regarding their visit in February to Korea and Taiwan.

ACTIONS:

Salem Presbytery approved joining with Hsinchu Presbytery to establish a new International Partnership.

The International Missions Committee with consultation from the visiting

team were appointed to negotiate with Hsinchu Presbytery the specifics of the partnership and bring these back to future Presbytery meetings for approval.

ACTION:

Presbytery elected Harriet Lipe Global Mission Advocate for a period of at least one year.

CHURCH IN THE WORLD DIVISION
Barbara Dua, Moderator

Barbara Dua announced the following Task Force to visit the Fifth Street Ministries in Statesville:

Clyde Cook
Frank Dew
Daisy Keaton
Tom Miller
Jean Rodenbough

PEACEMAKING COMMITTEE REPORT
Frank Dew, Moderator

The Peacemaking Committee has identified the following areas as priorities for our work in 1990:

1. Peacemaking within Salem Presbytery. As we continue the process of getting to know each other, there are many ways in which we can work together. The more contacts we have with each other the better chance there is for a new "shalom"--a wholeness in peace which will make us stronger to do God's work together.

ACTION:

Presbytery requested that the commissioners of this meeting take to their sessions the recommendation that each session, during the coming year, become involved in at least one action with a nearby Presbyterian church such as the following: covered dish meals, joint session meetings, pulpit/choir exchanges, joint mission projects, hospital or child care or joint education projects like officer training or V.B.S. Sessions already involved in worship, training, or mission activities with neighboring Presbyterian churches are further asked to share those with the Peacemaking Committee for reporting to presbytery.

2. Adoption of "A COMMITMENT TO PEACEMAKING". Only 42 of our 157 churches have adopted a Commitment Statement. We believe such a commitment is an important way to involve our churches in discovering ways we can become peacemakers. The yearly Peacemaking Offering provides that 25% of the total contributed by Salem churches remains within the presbytery for programs/projects undertaken here. A total of $1,000 is available to us from the 1989 offering.

ACTION:

Presbytery approved up to the total 25% of the Peacemaking Offering available for Salem Presbytery to be used to defray expenses of a

volunteer Peacemaking Enabler who will work with sessions to encourage making and implementing a Commitment to Peacemaking.

If there is an interested volunteer in your congregation, encourage them to contact the Rev. Frank Dew (919/275-6403) or Clayton Tatum (704/872-6687).

3. Peacemaking Offering. In 1989 only 21 of Salem's congregations received the special Peacemaking Offering. Many important programs and projects have been undertaken as a result of funds donated through this offering. As noted above, 25% of all money donated stays within the presbytery to educate and encourage congregations in grassroots commitment and sensitivity to the way of the Prince of Peace.

   Mrs. Lilliestein Harris (704/633-4985) is our committee's contact person to encourage congregational participation in the 1990 offering.

4. Peacemaking 2000 - June 24-28 and October 21-24. Virginia Alston is the contact person to help promote involvement in these two special conferences.

5. "Care of Creation" was chosen as the theme for a conference to be held by our committee in the fall. Roy Valencourt and Chris East will coordinate this event. Watch and listen for more details as this develops.

ACTION:
Presbytery expressed pastoral concern corporately and individually to Mike Woodard and Kathleen Murdock as well as the members of the Permanent Judicial Commission and the Special Disciplinary Committee.

SOCIAL JUSTICE COMMITTEE

Leslie McLeod introduced Guy Hunt who spoke to the Presbytery about the issue of the homeless and a new program that has been begun in his area.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion led by Joanne Hull, George Hunter, John Truitt, and Loretta James. The preacher was ordination candidate, Robert M. Howard.

LUNCH

Following announcements and Prayers of Thanksgiving led by Curtis Patterson, the Presbytery was recessed for lunch at 12:30 p.m.

AFTERNOON SESSION

At 1:20 p.m. the Presbytery reassembled in the sanctuary, and Prayers of Intercession were led by Cindy Higgins.

EXAMINATIONS COMMITTEE
Edwin C Brammer, Jr., Moderator

RECEPTION OF ROBERT MOBERG HOWARD

ACTIONS:

Presbytery proceeded with the examination of candidate Robert Moberg Howard. He has passed the General Assembly Standard exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

Presbytery approved the committee and floor examination and the sermon of Robert Moberg Howard.

a. Robert Moberg Howard was received into Salem Presbytery so that has may accept the call of the First Presbyterian Church of Statesville as Associate Pastor. Robert is a graduate of Presbyterian College, Gordon-Conwell Seminary, and Union Theological Seminary in Virginia. His membership is in the Darlington Presbyterian Church of Darlington, South Carolina.

b. His credo which follows, was approved.

I believe in God the Almighty Father, Who is the creator and sustainer of heaven and earth, Who in His own image made humanity, to whom He also gave dominion over all that He created. God revealed Himself to Abraham, Isaac, and Jacob and their descendants as the God who is omnipotent, omniscient and omnipresent; a God of covenant, faithful to His promise.

I believe in Jesus Christ, the Son of God, Head of the Church, Who existed from the beginning with the Father and is the incarnate truth of God for all humanity. Who for us and our salvation came in the form of a man, was born of a virgin, proclaimed the Gospel, was spotless in the keeping of the whole law of God, was tried by Pontius Pilate, was crucified, dead and buried. He descended into hell, proclaimed release to the captives, and was raised again on the third day, according to the fulfillment of the Scriptures, and sits on the right hand of God with all power and dominion.

I believe that there is only one name under heaven given among humanity whereby we must be saved. This salvation is a free gift of God given to anyone who believes in the Lord Jesus Christ and His substitutional death for the sin of humanity wrought upon a cross. It involves repentance from sin to a new life given through the power of the Holy Spirit.

I believe in God, the Holy Spirit, the giver of life Who proceeds from the Father and the Son. Who is also called comforter and teacher, and Who leads those who believe in Jesus Christ into fellowship with God and other believers, and empowers them to obedient living in accordance with the good works God has foreordained in Christ Jesus.

I believe in the Church of Jesus Christ, the gathering of those who believe in Jesus Christ for worship, fellowship, encouragement in the faith, and to be God's earthly witness of the grace God has extended to the world.

I believe the Bible is the written, inspired Word of God given to the Church through prophets, teachers, and apostles for correction, reproof and teaching in all that it affirms and reveals about God, humanity, and creation.

I believe that the Church has been given two sacraments, outward signs to the Church and to the world that those who partake of them have received the new covenant given through the shed blood of Jesus Christ. The first is the Lord's supper instituted by the Lord Jesus Christ the night before He was betrayed. The second

sacrament is baptism which signifies the new life offered through Christ's death and resurrection.

c. Presbytery approved the establishment of an Associate Pastoral relationship between Mr. Howard and the First Presbyterian Church of Statesville effective May 15, 1990; approved the following terms of call from the First Presbyterian Church of Statesville; and the call was ordered placed in his hands.

Salary	$18,205
Housing	5,924
Auto Allowance	2,100
Books	250
Continuing Ed.	500
Pension/Insurance	5,904
Social Security	1,541
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was appointed to Install and Ordain Mr. Howard as Associate Pastor of the First Presbyterian Church of Statesville, N.C., on June 24, 1990, at 11:00 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Steve Shive	Preside & Propound Constitutional Questions	Minister
John Milling Harmony Presbytery	Preach	Elder
Jim Snider Coastal Carolina Presbytery	Charge the Minister	Minister
Paul Gilbert	Charge the Congregation	Elder
Grant Sharp	Lead in Worship	Minister
Paul Meech		Elder

e. Mr. Howard was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF R. PAGE SHELTON

ACTION:

Presbytery proceeded with the examination of R. Page Shelton in accordance with Book of Order G-11.0402.

a. The Rev. R. Page Shelton was received from Greater Atlanta Presbytery, pending receipt of his dismissal certificate, so that he may accept the call of the Third Creek Presbyterian Church of Cleveland, NC. Since Rev. Shelton has been approved by both the Examinations Committee and the Committee on Ministry, he was allowed to be on the field as of March 1, 1990. He has been the pastor of the Kelly Presbyterian Church of McDonough, Georgia, since 1985.

b. Mr. Shelton's credo which follows, was approved.

I affirm by faith that God calls the world into being: Creating order out of chaos and New Life out of Old. God does not turn away from a sinful world, but seeks to be in relationship by grace and covenant. God is steadfast and faithful in the covenant and promises, and is loving, judging, forgiving, and making all things new.

Jesus Christ came to reveal the true nature of God and the true nature of human beings. Jesus' Death and Resurrection reveals the

grace and love of God which draws all persons to God in a reconciled relationship. Jesus calls all persons to a new way of living as servants to others and witnesses to the presence of God's Kingdom.

The Holy Spirit speaks the Word of God in the world: convicting and convincing all persons, calling them to new life in Christ and participation in the covenant community of faith--the Church. The Holy Spirit is God's gift to the church to guide it and the members in the ways of making visible the Word of God in the life and worship and work of the church and its members. The Holy Spirit guided the writing of witnesses to God's revelation and guided the church in selecting those writings which have become the authoritative written word--the Bible.

Salvation comes from God alone: Humans can do nothing to make themselves acceptable to God. By grace through faith we say "yes" to God's "yes".

The Church is the visible Kingdom of God, which is present and yet to come. The Church is the Body of Christ and responsible to its Head. The Church is united by the Holy Spirit as one Body, with many members. The Church is called to witness to the Good News proclaimed by Jesus Christ. The Church has many particular churches, but only one Lord, on Baptism, and one Spirit.

Worship is the center of the life of faith, where we hear God's Word and respond in gratitude and obedience. From worship we go into the world as servants, as Jesus was a servant.

The Sacraments make visible God's promises and our faith: In Baptism we are sealed with God's grace and enter into covenant to be God's people, and to have our journey of faith guided by the Holy Spirit and nurtured by the church. At the Table God invites us to a banquet, where the bread and cup are vivid reminders of our redemption and new life in the death and resurrection of Jesus Christ. We are united by God into a community of race and faith.

After searching for a church home in the earlier years of my life, I found my faith, theological, and ecclesiological home in the Presbyterian Church. I am committed to the PC-USA, and with joy and gratitude re-affirm my ordination vows as a Minister of the Word and Sacrament.

c. Presbytery approved the establishment of a Pastoral relationship between Mr. Shelton and the Third Creek Presbyterian Church of Cleveland, NC, effective March 1, 1990; approved the following terms of call; and the call was ordered placed in his hands.

Salary	$22,000
Housing	Use of Manse
Auto/Travel Expense reimbursed @22.5 cents per mile	2,250
Book/Study Leave	750
Medical Ins./Annuity	7,150
Moving Costs	3,500
Social Security	2,045
Family Dental Ins.	696
Vacation	4 weeks
Study Leave	2 weeks

d. The following Administrative Commission was appointed to Install Mr. Shelton as Pastor of the Third Creek Presbyterian Church on June 3, 1990, at 5:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Carter Shelley	Preside & Propound	Minister
Jamie Pharr	Charge the Minister	Minister
Dorothy Fleming	Charge the Congregation	Elder
Bob Yoder	Lead in Worship	Minister
Karen Pearson	Share Leading Worship	Minister

Joyce Brown		Elder
Polly Allison		Elder
Virginia Mott		Elder
Dr. Edwin Pickard New Hope Presbytery	Preach	Minister

e. Mr. Shelton was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF J. LAWRENCE AYERS

ACTION:

Presbytery approved the committee and floor examination of J. Lawrence Ayers in accordance with Book of Order G-11.0402.

a. The Rev. J. Lawrence Ayers was received from Coastal Carolina Presbytery as a retired minister. He is presently living in Spencer, North Carolina.

b. Mr. Ayers credo which follows, was approved.

Theology. I believe in one God who expresses Himself as Father, creator and sustainer of all that exists, supreme in wisdom, power and glory; as Son, Jesus Christ, who because of His infinite love for us sinners became man subject to human limitations, was crucified in sacrificial atonement for our sins, rose from the grave and ascended to Heaven where He receives glory and honor for the Father and all heavenly beings. While among us, He revealed the nature of God by all that He said and did. ("He who has seen me has seen the Father.")

God also reveals Himself as the Holy Spirit, who opens our eyes and our minds to the Truth of Scripture, convicts us of our sinful nature, enables us by faith to receive God's loving forgiveness and eternal life. By the power of the Holy Spirit we are made new and strong so that we may lovingly obey and serve our Lord Jesus Christ. By the power of the Holy Spirit, we are enabled to "go, make disciples of all nations."

The Sacraments. The two Sacraments: Baptism and the Lord's Supper are not only symbolic actions in which believers express their faith; they are means by which God acts to confirm His Covenant with His people.

Baptism, whether infant or adult, is the means by which God confirms that we belong to His family. In a very real sense it is the official ceremony of adoption, so that we are no longer strangers, but truly adopted sons and daughters of our Heavenly Father, with Jesus Christ as our Elder Brother--with whom we share an eternal inheritance.

With this understanding of Baptism as a symbol of adoption, re-baptism upon profession of faith makes no more sense than to re-adopt a child when he matures.

The Sacrament of the Lord's Supper is a reminder, each time we participate, of God's infinite love for us. Through hearing the Scripture and prayers, seeing, feeling, smelling and tasting the bread and wine, all our senses are involved. And it is always my prayer at this Sacrament that as this bread and wine become a part of my physical body, so may Christ become a part of me and I a part of Him. The significance of the Lord's Supper demonstrates the love and grace of God in a truly overwhelming way. He gave Himself as a sacrifice to atone for my sins!

Church Government. The Presbyterian system of church government combines the authority of the Episcopal system with the democracy of the congregational system so that it is a compromise

between the two. Therefore it has both the strengths and weaknesses of each. Having been a Presbyterian all my life, I may be prejudiced, but it certainly seems the best of the three. But as a human institution, it is imperfect. Therefore the necessity of amending the Constitution at every General Assembly.

Our system, as a connectional system, is both supportive and demanding. No pastor or congregation need feel alone. When difficulties or problems arise, there is usually a caring committee or Presbytery or other source of help. It is demanding in that pastor and Session--and congregation--are ultimately responsible for the life and ministry of the local church.

One of the great strengths of the Presbyterian system is the fact that both clergy and laity are equal. The only difference is that of function or calling. If, in Presbytery (or other governing bodies) clergy seems to dominate, it is partly due to the fact that ministers attend each Presbytery meeting, while elders attend only occasionally. But the fact that clergy and elders have equal voting rights is most important.

c. Mr. Ayers was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. Holler, Moderator

The Committee has met twice since the last meeting of Presbytery and is in the process of planning an Annual Consultation with all inquirers and candidates who can be present on the planned date, June 9, 1990.

The Committee made the following recommendation to Presbytery:

ACTION:

Martha Anne Fairchild's status was changed to that of extra-ordinary candidate and she will be ordained by Salem Presbytery under the extra-ordinary clause (Book of Order G-14.0313a) and transferred to Northern New England Presbytery where she has already been examined and has a call awaiting her.

The same paragraph cited above requires that, "A full account of the reasons for such an exception shall be included in the minutes of presbytery..." Martha Anne has shared the following information with the Committee:

When Martha Anne was eleven she developed encephalitis. The result was some neurological damage to her brain which led to a condition known as "Attention Deficit Disorder". This disorder interferes with the brain's capacity to learn numbers and the alphabet. Because Martha Anne already knew how to read and write English and had elementary math skills she could function in her school work. However, learning an alphabet as different as Hebrew is from English was virtually impossible for her. She cannot distinguish one letter and its marks from another.

ADMINISTRATIVE SERVICES DIVISION
Rosa Yourse, Moderator

Rosa Yourse introduced Jim Eller, Moderator of the Personnel Committee who made an announcement regarding the Hunger Action Enabler Position which is available in Salem Presbytery.

SERVICE OF HONORABLE RETIREMENT FOR WILLIAM R. KNOX

At 1:40 p.m. Presbytery joined in a Service of Honorable Retirement for the Rev. Mr. William R. Knox. Jim Frazier, Cora Massey, Rocky Ward, and Lorene Powers each spoke of Knox's contributions to the Church during his ministry. John Handley then presented Mr. Knox with a framed Certificate of Retirement on behalf of the Presbytery.

OUTDOOR MINISTRIES DIVISION
Fred Poetzinger, Moderator

Ed Lewis reported for the Camp Grier Director Search Committee.

During the first half of 1989 the Presbyteries of Charlotte, Salem and Western North Carolina each appointed two members to a six-member Search Committee to nominate a director for Camp Grier. Membership on the Search Committee was composed of the following: from Charlotte--Jim Lyerly and Graham Watt; from Salem--Joanne Hull and S. Edwin Lewis; from Western North Carolina--Charles Davenport and Nancy Thomason. Mrs. Thomason served as chair of the committee.

The Search Committee held its first meeting on September 18, 1989, to organize itself and to decide on the process by which it would do its work. After deciding to conduct an open search for a director, the committee invited applications for the position in Presbyterian Church (U.S.A.) publications. Thirty-three applications were received, including that of the Rev. Albert Day Shaw, Jr., the present interim director. After reviewing all the applications for the position of Camp Grier Director, five were chosen for closer consideration. Of these five candidates, one accepted another position and withdrew his name. Of the remaining four, two, including Mr. Shaw, were interviewed.

After consultation with the Joint Outdoor Ministries Committee (JOMC) and with the interim Camp Grier Director, the Search Committee adopted a job description for the Camp Grier Director. The committee felt that the work of the director should be evaluated, not only by the JOMC, but also by a group independent of the JOMC which included the executives of each owning Presbytery. The Search Committee believes this can be accomplished through a Joint personnel Committee as described in the job description.

At its last meeting on March 14, 1990, the Search Committee voted unanimously to recommend to Charlotte, Salem and Western North Carolina Presbyteries that the Rev. Albert Day Shaw, Jr. be extended a call to serve as Director of Camp Grier. Presently a member of the Presbytery of Western North Carolina, Mr. Shaw has served as Director or Interim Director of Camp Grier since 1982. The recommended terms of his call are identical to what the Joint Outdoor Ministries has budgeted for 1990 and to what Mr. Shaw is presently receiving.

Since Camp Grier is a joint ministry of Charlotte, Salem and Western North Carolina Presbyteries and since Mr. Shaw, if called, will serve the three Presbyteries, the Search Committee unanimously recommends that each owning Presbytery approve identical enabling motions as printed below.

ACTIONS:

1. The job description of the Camp Grier Director was approved. (See Appendix C, pp. 90-92.)

2. The Rev. Albert Day Shaw, Jr. was called as Director of Camp Grier.

3. The following annual terms of his call were approved:

Salary	$25,668
Full Social Security Dues	

Manse and all utilities provided
Manse equity allowance 1,247
Full participation in the
benefits plan of the Board
of Pensions of the
Presbyterian Church (U.S.A.)
Use of Automobile
Professional expenses when
incurred and as approved
by the Joint Outdoor
Ministries Committee

Two weeks continuing education
Four weeks vacation
Privilege of the floor at the
meetings of Charlotte and Salem
Presbyteries

4. Salem Presbytery elected seven members to a twenty-one member commission to install Mr. Shaw as Camp Grier Director at a service of installation at Camp Grier, Old Fort, NC, on Sunday, June 10, 1990, at 4:00 p.m.; and the installation commission will be composed of the following:

From Charlotte: Rev. Gary L. Bryant, Rev. H.Alan Elmore, Elder Bill Fesperman, Elder Pat Osburn, Rev. Albert G. Perry, Jr., Elder Graham Watt, Rev. Kenneth Woodard
From Salem: Elder Debbie Cole, Elder Stella Efird, Rev. John M. Handley, Rev. Guy W. Hunt, Jr., Rev. S. Edwin Lewis, Rev. John L. Milholland, Elder Fred Poetzinger
From Western North Carolina: Rev. Norwood V. Brown, III, Rev. Caroline B. Gourley, Rev. A. Rudolph Hendricks, Rev. Joel M. Long, Elder Bill Sessler, Elder Nancy B. Thomason, Elder Robert Wilson

5. Salem Presbytery invited its staff and churches to attend the service of installation. A light supper will follow the installation service.

6. The Presbytery named its Executive Presbyter and one person not serving on the Joint Outdoor Ministries Committee to serve on the Camp Grier Joint Personnel Committee to evaluate the work of Mr. Shaw according to the job description.

NOMINATIONS COMMITTEE
Jim Frazier, Moderator

1. General Assembly Commissioners

The following revised list updates the slate of this year's Commissioners and Alternates.

Changes are due to the General Assembly Stated Clerk's interpretation setting our eligible Elder and Minister Commissioners at 4 each. LaDonna McCarther also was forced to resign for health reasons. The General Assembly meets in Salt Lake City May 29 - June 6.

ACTION:

Salem Presbytery elected the following persons noted as "nominated" as Commissioners and Alternates to the 202nd Meeting of the General Assembly.

Primary Clergy Commissioners

Herbert Nelson - elected
Ivan Lowery - elected
Frank Dew - elected
Frank Allen - nominated (moved up from alternates)

Alternate Clergy Commissioners

Lisa Mullin - nominated
Rus Howard - nominated
Rob Evans - nominated

Primary Elder Commissioners

Neel Fleming - elected
Dale Davidson - elected
Jane Miller - nominated (moved up from alternates)
Barbara Fulp - nominated (moved up from alternates but had not been previously elected an alternate)

Alternate Elder Commissioners

Viki Taylor - nominated

Youth Advisory Delegate

Jennifer Sherrill - elected

Youth Alternate Delegate

Kakki Gourley - nominated

2. Synod Commissioners

ACTION:

Salem Presbytery elected the following persons as Commissioners and Alternates to the meeting of the Synod of the Mid-Atlantic which meets in Winston-Salem, North Carolina, June 22-23.

Primary Ministers

Paul Ryoo, Korean First
Karen Pearson, Allen Temple/Freedom
George Hunter, Trinity (Salisbury)
Michael Askew, Reid Memorial
James Henderson, Calvary
Cindy Higgins, Starmount
Barbara Dua, UNC-G Campus Minister
Rob Evans, North Wilkesboro
Charlie Williams, Burlington First
Linda Blessing, Flat Rock
Fred Coates, Mooresville First
Jim Eller, Alamance

Alternate Ministers

Susan Dobyns, Counselor-School of Pastoral Care
Dusty Fiedler, Clemmons
Fred Horner, Greensboro First
Ann Jahnes, Stated Supply
Bob Jeffords, Covenant

Tom Miller, Forest Park
Allen Morrison, Asbury
Ivan Lowery, Mocksville Second/Cameron/Mt. Vernon
James Dickens, Logan
Guy Hunt, Beulah/Wilkes Chapel
Katy Reed, Hunger Action Enabler
Roger Marrow, Chaplain-VA Hospital (Salisbury)

Primary Elders

Gladys Bailey, Edward Webb
Phyllis Chambers, Cameron
Lovie McBryde, St. James
Daisey Keaton, Logan
Bill Shouse, Grace
Grace Young, Calvary
Sarah Glover, High Point First
Doug Aiken, Asheboro First
Ruth Hedrick, Concord
Neb Rodgers, Lexington First
Mark Kadyk, Boone First
Parks Norman, Jr., Buffalo

Alternate Elders

Ed Booker, Greensboro First
Robert Bullis, Bethany (Graham)
Greta Corner, Trinity (Salisbury)
Joseph Stevenson, Freedom
Betty Grigg, Highland
Edgar Ingram, Bethany (Statesville)
Kitty Woods, Centre
Bryon Wolfe, Elkin
Hugh McLaughlin, Guilford Park
Marsha Steele, Mocksville Second
Addison Hill, Fellowship
Julia Cornatzer, Bixby

Primary Youth Delegates

Brian Jackson, Prospect
Lori Carr, Allen Temple

Alternate Youth Delegates

Michele Davidson, Cameron
Russell James, Starmount

The Nominations Committee has had some difficulty identifying Elders available as General Assembly Commissioners. We believe the slate is not final, but in order to cover other changes, Presbytery took the following action.

ACTION:

Salem Presbytery authorized its Council to approve any additional Synod or General Assembly Commissioners for service as needed.

ACTION:

Salem Presbytery elected the following persons to fill vacancies in the structure:

Resource Center	Mary Jane Conger - '91 Eliza Good - '92 Steven Snipes - '92 Martha B. Nichols - '92
Social Justice	David Partington - '91
Committee on Ministry	Paul Boone - '92
Youth Ministry	Anita Price - '92
Professional Development	Jim Wilson - '90 Greta Conner - '91
International Missions	James Ford - '91
Small Church Support	Stephanie Black - '91
Evangelism	Betty Blythe - '91
Personnel	Fred Tatum - '90 Talmage Fish - '92
Ecumenical Relations	Steve Pharr - '90 Evan Cole - '91
Leadership Development	Roy R. Carr - '92
Singles Ministry	James Henderson - '92
Educational Ministry	Sally Bullock - '90
Spiritual Formation	Dr. William G. Reich - '92
Criminal Justice	Mike Kirkpatrick - '92 Ed Gregory - '91
Budget and Finance	Dick Cameron - '90 Jim Lowe - '91 Russ Gabrielson - '92
Representation	Dr. Jung Hyoun Kim - '90

Outdoor Ministries Division

At Large Members

Lee Woods, Logan - nominated
Rev. Samuel Fudge, Retired - elected

Camp Grier Committee

John Milholland, Chr., Fifth Creek/Old Providence - elected
Phifer Johnson, Mooresville First - elected
Guy Hunt, Beulah/Wilkes Chapel - elected
Stella Efird, Greensboro First - elected
Charles England, Shady Side - elected
Marvin Norman, Calvary - nominated

Camp New Hope/Presbyterian Point Committee

Wyatt Aiken, Chr., Mebane - elected
Warren Brannon, Shiloh (Burlington) - elected
Sammie Braxton, Greensboro First - elected
Allan Cannon, Westminster (Greensboro) - elected
Robert Thaxton, Starmount - elected

Reggie Blackburn, Greensboro First -		elected
Pat Culverson, Mooresville First -		nominated
Charles Knox		nominated
Self Development of People	Mrs. Danny Waugh	
	Frank K. Thomas (Grace)	
	Rhonda Johnson (Grace)	
	Elaine Handley (Highland)	
	Dr. Moon Suh (Korean First)	
	J. Herbert Nelson (St. James)	
	Michael Askew (Reid Memorial	
	Dusty Fiedler (Clemmons)	
	David Daniel (Bixby)	

Synod Committees

Persons who have consented to nomination for Synod of the Mid-Atlantic groups as noted:

Synod Council	The Rev. Joanne Hull
	Virginia Couch
	The Rev. Pat Stewart
Partnership Development	Margaret Marks
Global Ecumenical Ministries	The Rev. Bob Freeman

COMMITTEE ON MINISTRY
Jud Milam, Moderator

Since the last meeting of Presbytery the subcommittees of the Committee on Ministry have conducted two significant workshops. The Conciliation Committee had a training event to train conciliation teams for use in troubled church situations. The Vacancy Committee also had a training event to train Pulpit Nominating Committee counselors for use with churches in the search process.

DISSOLUTION OF PASTORAL RELATIONSHIPS AND DISMISSALS

ACTION:

The following actions of the Committee on Ministry were admitted to the record of Salem Presbytery as its actions:

1. The dissolution of the relationship between the Rev. George Carpenter and the Starmount Church of Greensboro effective February 25, 1990, so that he may accept a call to become Associate Director of the Medical Benevolence Foundation, beginning March 1, 1990; and he was allowed to labor outside the bounds as necessary to fulfill his new position.

2. The dissolution of the relationship between the Rev. Laura M. Spangler and the Graham Church so that she may move to Winston-Salem with her husband. She will be a Member-at-Large of Salem.

3. The dissolution of the relationship between the Rev. John A. Wilkerson, Jr. and the John Calvin Church of Salisbury effective June 30, 1990, so that he may explore other ministerial options. He will be a Member-at-Large of Salem.

4. The dissolution of the relationship between the Rev. Jamie B. Pharr and the Cleveland Church of Cleveland effective April 29, 1990. She will be a Member-at-Large of Salem.

5. The dissolution of the relationship between the Rev. Calvin Gentry and the Clio and New Salem Churches of Statesville effective May 31, 1990, so that he may transfer to West Virginia Presbytery to accept the call of the Salem and McLean Churches of Ronceverte, West Virginia.

INTERIM PASTOR RELATIONSHIPS

ACTION:

The following actions concerning interim pastor relationships were admitted to the record of Salem Presbytery at its actions:

1. Permission for the Rev. Tempe Russell to labor outside the bounds of Salem Presbytery in Newton Presbytery, where she resides with her husband who is a student at Drew University. She is a Member-at-Large.

2. Permission for the Rev. John G. Truitt, Jr. to serve as Interim Pastor of the Starmount Church of Greensboro for a period of 12 months beginning March 19, 1990, and continuing through March 18, 1991. The agreement may be terminated in 30 days by notice from either party.

3. Permission for the Rev. Max Deal to serve as Interim Pastor of the First Presbyterian Church of Kernersville beginning April 1, 1990.

4. Permission for the Rev. Lee Adkins to serve as Interim Pastor of the Stony Creek Presbyterian Church of Burlington for a period of one year, beginning April 1, 1990; and permission to serve inside the bounds for this purpose.

STATED SUPPLY RELATIONSHIPS

ACTION:

The following action of the Committee on Ministry concerning Stated Supply Relationships was admitted to the record of Salem Presbytery as its action:

a. Permission for the Rev. Susan D. Fricks to serve as Stated Supply in the Trinity Presbyterian Church of Elon College for a period of one year, beginning March 16, 1990; and that the Rev. Fricks, a member of New Hope Presbytery, be allowed to serve inside the bounds for this purpose.

APPOINTMENT OF MODERATORS

ACTION:

The following action of the Committee on Ministry concerning the Appointment of a Moderator was admitted to the record of Salem Presbytery as its action:

a. Permission for the Rev. Kermit Dancy to serve as moderator of the Session at the Lansing Presbyterian Church of Lansing, beginning May 1, 1990.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTION:

The Rev. George Wright, a member of Pittsburgh Presbytery, was allowed to labor inside the bounds so that he may supply churches. The Rev. Wright is honorably retired.

DECLARATION OF VALID MINISTRY

ACTION:

The Rev. George Carpenter's position as Associate Director of the Medical Benevolence Foundation was declared a valid ministry.

REQUEST FOR A SPECIAL DISCIPLINARY COMMITTEE

ACTION:

The Presbytery appointed a Special Disciplinary Committee for the purpose of investigating a situation that has come to the attention of the Committee on Ministry.

APPOINTMENT OF ORDINATION COMMISSION:

RECOMMENDATION:

That the following Administrative Commission to appointed to ordain Martha Anne Fairchild on April 29, 1990, at 4:00 p.m. at the First Presbyterian Church of Reidsville.

NAME	RESPONSIBILITY	MINISTER/ELDER
Danny Sharpe	Preside and Propound Constitutional Questions	Minister
Edwin C. Brammer, Jr.	Preach	Minister
Helen P. Hooper	Lead in Worship	Elder
Carole Chase		Minister
Harvey Carroll		Elder
Richard Hildebrandt Hew Hope Presbytery	Charge the Minister	Minister
Paula Gilbert United Methodist		Minister

ACTION:

Presbytery approved 10 minutes on the Presbytery docket for the Committee on Ministry to present its Conciliation Team Program.

ACTION:

Presbytery approved 8 minutes on the Presbytery docket for the Professional Support Committee on the Committee on Ministry to present its PNC Counselor Program.

ACTION:

Presbytery approved a Special Order of the Day for a retirement service for the Rev. William R. Knox. Bill's retirement was approved at the February meeting of Presbytery. He is leaving the Lansing Church of Lansing, and will be residing in Boone.

GOALS AND EVALUATION COMMITTEE
Aaron N. Clinard, Moderator

The Goals and Evaluation Committee has studied the recommendation of the Presbytery Council to shorten the term of Moderator from 1 year to 1 meeting and, after much thought, consideration, and study, recommends that:

ACTION:

The Presbytery approved the one-year term of Moderator for Salem Presbytery. As currently provided in the Salem Mission Design, the duties and responsibilities of the Moderator include:

(a) Presiding over all Presbytery meetings;
(b) Responsibility for the order and movement of the meetings, including the agenda;
(c) Acting as a voting member of Presbytery Council;
(d) Serving as an ex-officio member of all other committees; and
(e) Power to appoint ad hoc committees as may be directed by the Presbytery.

Because of the foregoing position of leadership and its attendant duties and responsibilities, it is important to recognize the strength of this office, its significance, and thus the need for the continuity of a one-year term for the following reasons:

(a) This role is stronger, more important and valuable than simply to honor various persons in the Presbytery;

(b) A stronger Moderator provides a clearer balance between the responsibilities of Presbytery staff and those of a prominent volunteer leader;

(c) Although progress has been made toward our becoming a unified Salem Presbytery, it is still important to have continuity of leadership from the Moderator's position in bringing us together;

(d) The longer continuity of office builds trust and competence in the Moderator who thus becomes a valuable spokesperson to our churches and surrounding area;

(e) It is vital that the order and movement of Presbytery meetings be handled smoothly and efficiently by an individual with experience and knowledge; and

(f) A one-year term enhances the leadership capabilities of the Moderator on Presbytery Council where its members generally serve 3 years, but not less than 1 year.

CHURCH DEVELOPMENT DIVISION
Donald Hart, Moderator

Bobby Dean reported for the Evangelism Committee and David Henry reported for the Small Church Support Committee.

REPORT OF PICTORIAL DIRECTORY TASK FORCE
Jay Click

An announcement was made that the Pictorial Directories were available and being distributed.

REPORT OF THE STATED CLERK
John M. Handley

Exceptions to Property Provisions
In Accordance With G-8.0701

The following church has notified the presbytery through its Stated Clerk of their action to claim the exceptions on church property which is allowed under the provisions of the Form of Government, G-8.0701. This congregation has acted

in regular manner in accordance with the provisions of the constitution and has notified the presbytery of its action, as required. No action is required by the presbytery in this matter. Following is the name of the congregation from which the presbytery has received notification since its last stated meeting.

CHURCH	DATE OF CONGREGATIONS'S ACTION
Oakland, Statesville	March 25, 1990

STANDING COMMITTEE REPORTS

RESOLUTIONS COMMITTEE

Jewelene Parker reported for the Resolutions Committee.

ACTION:

Presbytery adopted the following resolution:

On behalf of Salem Presbytery we thank you, Westminster Presbyterian Church, for your hospitality to the Sixth Stated Meeting of Salem Presbytery.

We are thankful for the delicious and hardy meal prepared for us in such a beautiful setting.

Thank you Lord for this glorious and beautiful day You've given us to use to Your glory.

We are appreciative of the Worship and Communion we shared this day.

We're thankful for the new ministers who have come to join us; and, also for the ministers whom we dismissed. We give thanks for their service to Salem Presbytery and for their going on to fulfill a need elsewhere.

Thankful, too, we are for all of the work and energy that's represented by all of the reports that have been given at this Stated Meeting, these reports being representative of Christ in the midst of us.

We're thankful for Moderator Edwin Lewis for his demonstrated talent in moving this Presbytery meeting along with care and tact and order.

And last, but not least, we're thankful for the pictures and names of all the saints in Salem Presbytery.

ADJOURNMENT AND BENEDICTION

There being no further business, the Sixth Stated Meeting of Salem Presbytery was adjourned at 3:33 p.m. with prayer by S. Edwin Lewis.

Attested:

John M. Handley

John M. Handley
Stated Clerk

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
April 24, 1990

1. Minutes of Installation Commissions (admit to record)

   a. Robert Sidney Jeffords, Sr., 2/4/90, at Covenant Church, Winston-Salem
   b. William C. Weckerly, 2/25/90, at Graham Church
   c. John G. Ragland, Counselor, 3/11/90, at North Wilkesboro Church

2. Concerning Call--Salem Candidates to other presbyteries:

   a. Call Forms from the yoked parish of Topsham, Vermont, Church and East Corinth, Vermont, Congregational Church (U.C.C.) (Presbytery of Northern New England) as Pastor. Reference: Committee on Ministry

3. Concerning Call from Salem Presbytery Church:

   a. Call Forms from Third Creek Church to R. Page Shelton as Pastor.
   Reference: Committee on Ministry

4. Concerning Dismissals of Ministers Being Received:

   a. J. Lawrence Ayers, Honorably Retired, from Coastal Carolina Presbytery
   Reference: Committee on Ministry

5. Other Minister Matters:

   a. From the Rev. George Wright (Pittsburgh Presbytery), retired, a resident of Winston-Salem, requesting permission to labor in our bounds.
   Reference: Committee on Ministry

   b. From Pittsburgh Presbytery requesting notification of such permission.
   Reference: Committee on Ministry

   c. From Indian Nations Presbytery with similar request for the Rev. Laura Long, now living within their bounds.
   Reference: Committee on Ministry

   d. From the Presbytery of West Virginia with Call Forms for the Rev. Calvin Gentry to the McLean and Salem CHurches as Pastor.
   Reference: Committee on Ministry

6. Concerning Property Exemption (G-8.0701):

   a. Oakland Church (Statesville) congregational action 3/25/90.
   Reference: Stated Clerk's Report

7. For Information

   a. From Flint River Presbytery Overtures to 202nd General Assembly:

      - Concerning printing the Book Of Order loose leaf form beginning 1990 so that amendments can be entered without reprinting whole book every year.

      - Concerning opposition to using any pension funds to pay any health care costs.
      Available at Clerk's table

   b. From Personnel Committee of Session, First Church, Greensboro, with comments on proposals before the 202nd General Assembly concerning the Pension Fund.

c. From Mr. S. David Stoner, Executive Director of the General Assembly Council, in appreciation of the $453,115.40 sent by Salem Presbytery in 1989 for the Unified Mission of the Presbyterian Church (U.S.A.).

MINUTES OF COMMISSIONS ADMITTED TO RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain and/or install ministers.

ORDINATION AND INSTALLATION OF ROBERT SIDNEY JEFFORDS, SR. AS PASTOR OF THE COVENANT PRESBYTERIAN CHURCH, WINSTON-SALEM

The Commission according to the appointment of Salem Presbytery, met at the Covenant Presbyterian Church of Winston-Salem, North Carolina, February 4, 1990, at 2:45 P.M., with Ministers David Burr, J. Stimson Hawkins, Henry J. Keating, Carter Shelley, Elders Harry Martin and Harry Wilson present, and was opened with prayer by Henry J. Keating. Quorum present. Henry J. Keating was elected Moderator, and Carter Shelley, Clerk. Carter Shelley presided and led the congregation in a service of worship. Henry J. Keating preached from Ephesians 4:11-16 (Equipping the Saints), after which J. Stimson Hawkins and Carter Shelley recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Robert S. Jeffords, Sr. was ordained with prayer and laying on of hands of the Presbytery and installed as pastor of Covenant Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the pastor was delivered by David Burr and to the congregation by Carter Shelley. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token or cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Henry J. Keating.

ORDINATION OF JOHN G. RAGLAND

The Commission, according to the appointment of Salem Presbytery, met at the North Wilkesboro Presbyterian Church of North Wilkesboro, North Carolina, March 11, 1990, at 10:30 A.M., with Ministers Robert C. Evans, III, Stevan A. Snipes, John M. Handley, Elders Robert Habershaw and Betty Thompson present, and was opened with prayer by John M. Handley. Quorum present. John M. Handley was elected Moderator, and Robert C. Evans, III, Clerk. Robert C. Evans and Stevan A. Snipes presided and led the congregation in a service of worship. Robert C. Evans preached after which John Handley recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, John G. Ragland was ordained with prayer and the laying on of hands of the Presbytery agreeably to the Word of God and the Book of Order. The charge to the Minister was delivered by Stevan A. Snipes. The service was concluded with the benediction pronounced by the newly-ordained minister.

The minutes were read and approved, and the Commission adjourned with the benediction.

INSTALLATION OF WILLIAM C. WECKERLY AS PASTOR OF THE GRAHAM PRESBYTERIAN CHURCH, GRAHAM

The Commission, according to the appointment of Salem Presbytery, met at the Graham Presbyterian Church of Graham, North Carolina, February 25, 1990, at 2:30 P.M., with Ministers S. Edwin Lewis, Bradley J. Longfield, Laura M. Spangler, Norman M. Whitney, John A. Wilkerson, Jr., Elders John Essen, Helen Hooper, and D. J. Walker present, and was opened with prayer by S. Edwin Lewis. Quorum present. S. Edwin Lewis was elected Moderator, and Norman M. Whitney, Clerk. S. Edwin Lewis presided and led the congregation in a service of worship. John A. Wilkerson, Jr. preached from the Gospel of St. John 15:1-8 a sermon entitled, "The Ideal Church", after which S. Edwin Lewis recited the proceedings of

Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, William C. Weckerly was installed as pastor of the Graham Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Bradley J. Longfield and to the Congregation by Laura M. Spangler. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by S. Edwin Lewis.

JOB DESCRIPTION
CAMP GRIER DIRECTOR
Presbyteries of Charlotte, Salem, Western North Carolina

Camp Grier is equally owned by the Presbyteries of Charlotte, Salem, and Western North Carolina. The camp is administered, maintained and governed by the owner Presbyteries through the Joint Outdoor Ministries Committee, which is composed of equal representation from the three Presbyteries of Charlotte, Salem, and Western North Carolina.

The purpose of this full-time position is to provide for the effective and efficient operation of Camp Grier. The director provides oversight of Camp Grier by managing its staff, programs, physical plant, finances, and general administration.

The director of Camp Grier is accountable to the Joint Outdoor Ministries Committee and to the Joint Personnel Committee (General Presbyter plus one person not serving on Joint Outdoor Ministries Committee from each owner Presbytery) which has supervisory responsibility over the director.

I. Areas of training and experience
- -A Bachlor's degree from an accredited four year college
- -Graduate training and/or experience in camp supervision and administration
- -Working experience within the church

II. Areas of effectiveness
- -Presbytery camping for elementary children and youth
- -Presbytery family camping
- -Program development for local church retreats
- -Personnel selection, interviewing, employment, supervision, and review
- -Budgeting and funding of camp program
- -Supervision of purchase, care and use of property and goods of Camp Grier
- -Public relations and promotion of camp program and facilities
- -Management of food service
- -Communication to Executive Presbyters and Councils of Charlotte, Salem, and Western North Carolina Presbyteries
- -Resourcing of Joint Outdoor Ministries Committee and its sub-committees for Camp Grier
- -Evaluation of program, personnel, and facilities

III. Areas of activity and responsibility

<u>General Administration</u>:
- -Provide overall leadership and supervision of Camp Grier along with Joint Outdoor Ministries Committee
- -Work with Joint Outdoor Ministries Committee to develop procedures, rules and policies and insure compliance
- -Maintain all facilities of Camp Grier
- -Keep and make available accurate records of all activities of Camp Grier
- -Manage all camp personnel

Program Development:
-Project with the Joint Outdoor Ministries Committee an annual program, which is in accordance with the goals of the Presbyteries of Charlotte, Salem, and Western North Carolina
-Develop and implement programs approved by the Joint Outdoor Ministries Committees
-Supervise all programs to assure fulfillment of goals
-Schedule program relative to camper census
-Develop a cost efficient summer program
-Be aware and educate the Joint Outdoor Ministries Committee on new trends in Outdoor Ministries
-Assist local churches to develop programs enabling them to use Camp Grier
-Establish and maintain camper participation and health records
-Make an annual written report and evaluation of programs to the Joint Outdoor Ministries Committee and to the Councils and Stated Clerks of the owning Presbyteries

Food Service:
-Provide Camp Grier users with nutritious, appealing and cost efficient meals
-Maintain proper levels of food inventory and proper rotation of food stock
-Maintain food service equipment and make recommendations to Joint Outdoor Ministries Committee for new equipment
-Comply with all health regulations

Personnel:
-Recommend a staffing pattern for seasonal staff to the Joint Outdoor Ministries Committee, furnishing substantiating information
-Interview, employ, and supervise all camp personnel according to the approved staffing pattern in conjunction with the Joint Outdoor Ministries Committee
-Recommend to Joint Outdoor Ministries Committee salaries and benefits for all Camp Grier staff
-Train paid and volunteer staff for their work in the camp program
-Employ, supervise, evaluate, and terminate on-site camp staff
-Establish and maintain records on permanent and volunteer staff
-Make an annual written report and evaluation of the staffing pattern and personnel utilized to the Joint Outdoor Ministries Committee and to the Councils and Stated Clerks of the owning Presbyteries

Finances:
-Provide financial and statistical information to the Joint Outdoor Ministries Committee as it develops its annual budget
-Authorize disbursement of funds according to the budget as approved by the Joint Outdoor Ministries Committee and owning Presbyteries
-Implement and maintain a computerized accounting system with accurate and monthly reports to the Joint Outdoor Ministries Committee and to the Councils and Financial Committee of the owning Presbytery
-Work with auditors, Joint Outdoor Ministries Committee and Councils to maintain acceptable internal fiscal control and established accounting procedures at Camp Grier
-Recommend rates for use of the camp facilities and for camping programs to the Joint Outdoor Ministries Committee

Standards/Legal Requirements:
-Insure that Camp Grier meets county, state, and federal requirements for sanitation, food handling, safety, insurance, etc.
-Move towards accreditations with the American Camping Association
-Maintain accurate insurance records

Facilities:
-Keep current a systematic program of maintenance for all camp facilities and equipment and implement as directed by Joint Outdoor Ministries Committee
-Recommend to Joint Outdoor Ministries Committee specific maintenance projects, improvements, and additions to Camp Grier
-Maintain inventories of all categories of equipment and supplies
-Purchase supplies as needed for maintenance and maintain usage records
-Organize voluntary assistance from the churches of owning Presbyteries for upgrading grounds and facilities at Camp Grier
-Supervise all maintenance work and new projects
-Develop an evolving long range maintenance plan in conjunction with Joint Outdoor Ministries Committee
-Make an annual written report on and evaluation of the facilities of Camp Grier to the Joint Outdoor Ministries Committee

Interpretation and Promotion:
-Provide accurate, up-to-date information and interpretation on programs, policies, and resources to the Joint Outdoor Ministries Committee, local churches, and Presbyteries of Charlotte, Salem and Western North Carolina
-Assist Joint Outdoor Ministries Committee to develop a strong public relations program with its Presbyteries, churches of the Presbyteries, and campers to increase participation in camping and rental programs
-Visit churches in Charlotte, Salem and Western North Carolina Presbyteries to interpret and promote the programs at Camp Grier

Presbytery Staff Functions:
-Report to the Councils of the three owning Presbyteries through the Joint Outdoor Ministries Committee and the Executive Presbyters
-Serve as staff resource person to the Joint Outdoor Ministries Committee and its sub-committees
-Provide consultative services to churches, committees, task groups, and the owning Presbyteries
-Attend all meetings of the owning Presbyteries

IV. Evaluation

Evaluation will take place annually by the Joint Outdoor Ministries Committee and the Joint Personnel Committee. A major evaluation shall be conducted triennially leading toward a recommendation regarding a new three-year contract. Performance shall be evaluated in effectiveness areas on both quality and quantity of work as he/she engages in the designated activities appropriate to these areas. Effectiveness areas and activities appropriate to these areas will be determined by the Joint Outdoor Ministries Committee.

The Joint Outdoor Ministries Committee and Joint Personnel Committee shall report the results and recommendations of its review and evaluation to the Councils of the Presbyteries.

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VOLUME II NUMBER 3

Minutes of

SALEM PRESBYTERY

SEVENTH STATED MEETING
FOREST HILLS PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA
July 14, 1990

MINUTES OF

SALEM PRESBYTERY

SEVENTH STATED MEETING
FOREST HILLS PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA

July 14, 1990

OFFICERS

Moderator	S. Edwin Lewis
Moderator-in-Nomination	Joe Spears
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Interim Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Mickey Wiggins
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

SEVENTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FOREST HILLS PRESBYTERIAN CHURCH

HIGH POINT, NORTH CAROLINA

July 14, 1990

The Seventh Stated Meeting of Salem Presbytery was called to order by Moderator S. Edwin Lewis at 9:00 a.m. on Saturday, July 14, 1990, in the Forest Hills Presbyterian Church of High Point, North Carolina. The opening prayer and hymn was led by Ed Lewis.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., Frank Allen, Michael Askew, J. Lawrence Ayers, James H. Banbury, J. William Black, Edwin Brammer, Robert A. Bryant, William D. Carmines, Charles Carter, William H. Chappell, S. Jay Click, Mary Boyd Click, Frederick A. H. Coates, Clyde T. Cook, Max E. Deal, Robert F. Dean, James A. Dickens, Barbara Dua, Daniel L. Durway, John Eliason, James W. Eller, Carlton A. G. Eversley, T. McLean Faw, Jr., Milton M. Foust, James T. Frazier, Elijah B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr., Tempe Fussell.

G-M

Scott C. Girard, John M. Handley, Everett A. Hewlett, Cynthia R. Higgins, Fredrick Horner, Linn Rus Howard, Stephen A. Hundley, George Hunter, Ann B. Jahnes, Henry J. Keating, Elizabeth L. Lamb, Donald E. Lannon, Robert Lee, S. Edwin Lewis, Jonathan W. Lovelady, Robert M. Matthews, Stephen P. McCutchan, Charles McKee, Judson J. Milam, John L. Milholland, E. Thomas Miller, Reid Montgomery, Allen E. Morrison, William H. Morrison, Lisa Mullen.

N-Z

George Neal, J. Herbert Nelson, David C. Partington, S. Curtis Patterson, A. B. Plexico, George A. Ploger, W. Clark Porter, III, Catherine J. Reed, Paul N. Ridolfi, James Rissmiller, Jeannette G. Rodenbough, Paul s. Ryoo, Grant M. Sharp, A. Carter Shelley, Jerold D. Shetler, Jeffrey Dee Smith, Steven A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe S. Spears, Rollin M. Steele, Patricia F. Stewart, Jamie D. Stimson, John Truitt, Jr., Stanley M. Voth, Harold Waldruff, William C. Weckerly, Norman M. Whitney, Jr., Frank Wilkinson, Paul D. Woodall, Jr., William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

G. W. Alexander, Jr., James Allen, Thomas B. Bagnal, Jr., John W. Bell, Jesse W. Bledsoe, Linda L. Blessing, L. Adlai Boyd, Warren C. Brannon, John C. Brearley, Malcolm M. Bullock, Carole R. Chase, Kermit W. Dancy, David T. Daniel, Frank A. Davison, Frank M. Dew, M. Susan Dobyns, Carl W. Dumford, Dusty K. Fiedler, Robert A. Fiedler, Phillip R. Gehman, Reagan P. Gibbs, James H. Grant,

Jr., Lucius Gray, Hewon Han, J. Stimson Hawkins, William C. Hayes, James Henderson, David L. Henry, Robert W. Herron, J. Samuel Hobson, Jr., Z. N. Holler, Robert M. Howard, Robert S. Jeffords, William Stacy Johnson, Walter W. King, Phyllis M. H. Kort, David T. Lee-Andrews, Robert M. Lewis, Paul Lindsey, David A. Long, III, Steve A. Martin, James F. Miller, Donald Mimbs, Karen Pearson, Jamie Bibee Pharr, Steve Macon Pharr, Joseph L. Pickard, Johnb G. Ragland, Leland A. Richardson, Dennis Sebesan, Danny M. Sharpe, R. Page Shelton, Stephen A. Shive, William D. Varker, W. Russell Ward, Jr., John A. Wilkerson, Jr., James K. Wilson, Jr., R. Scott Woodmansee.

The following Ministers were unexcused:

Jonathan Barker, Ernest Bradford, Robert E. Button, George Carpenter, Robert R. Childs, Jr., M. Gray Clark, Thomas H. Clymer, J. Alexander Coblentz, Christopher East, Robert C. Evans, III, Larry W. Freeman, Carter Gillespie, Joanne Hull, Guy William Hunt, Jr., William S. Johnston, Benjamin Kirkland, Laura C. Long, Z. Bradford Long, Ivan W. Lowery, J. Roger Marrow, James M. Mauldin, Kathleen Murdock, Richard Osmer, Franklin L. Partridge, III, William T. Perkins, Frances Phillips-Olson, Phillip Justin Pogue, Gerald N. Reiff, James W. Smith, Jr., Jerry M. Smith, John B. Talmage, Glenn C. Thomason, Rockwell P. Ward, Benjamin F. Williams, Charles Williams, J. Gordon Williams, Michael E. Woodard.

The following Missionaries and Chaplains were excused:

Sherron Kay George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, Charles L. Brown, William Brown, David H. Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Milton M. Foust, Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Rufus F. Jamerson, John S. Johnson, Hardin A. King, William R. Knox, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O W. Perrell, Jams L. Price, Jr., Charles Reckard, John A. Redhead, Jr. William C. Rhodes, Jr., Lester E. Sheppard, William W. Sloan, William R. Smith, III, Thompson B. Southall, Harry S. Thomas, Robert L. Turner, Roy E. Watts, Robert S. Wells, John C. Whitley, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance A. G. Greeson, Jr., Margaret H. Sasser, Muriel Ward, Asbury W. Robert Overby, Asheboro, First Marion Davis, Dorothy S. Walker, Back Creek Patsy Sexton, Bethany (Statesville) Larry Wilson, Bethel Paul G. Boone, Bethesda (Statesville) Mary Lois Cooke, Beula Robert Habershaw, Elizabeth K Scott, Boonville, First Marilyn K. Scales, Brentwood Margie Stalder, Buffalo Eugene S. Horney, Burlington, First William B. Cothran, Mrs. Edith B. Huff, Mrs. Dodothy B. Shoffner, Calvary Fred Tatum, Cameron John Chambers, Phyllis Chambers, Hallie Davidson, Cleveland Pauline B. Allison, Clio J. Adrian Dobson, Collinstown Mark Oakley, Cooleemee Leann Dodd, Community in Christ, Presbyterian Leon Holt, Covenant Mary E. Young, Crestwood Mrs. Pat Sheets, Cross Roads Aline Tate, Dellabrook Beverly Bernard, Charles Burn, Eden, First Horace Penn, Edward Webb Gladys W. Bailey, El Bethel Tess Dyer, Elkin Byron Wolfe, Fairmont Julia M. Haire, Faith Sally Beck, Fieldstone Jean Newman, Fifth Creek Keith Niblock, Flat Rock Levia Eads, Forest Hills Patsy Kenn, Forest Park Press Boyd, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Grace Peggy Martin, Alonza Stephens, Graham George Coble, Troy Woodard, Sr., Greensboro, First Dale Davidson, Philip R. Gelzer, Bryon Jeffreys, Russell Sherrill, Jackie Wilson, Greenwood Harvey Carroll, Griers Annette McDuffie, Cornelia Satterfield, Guilford Park Albertine Hooks, Thearon Hooks, Gulf Geneva Lovell, Hawfields Elmo Albright, John Mann, Highland Harriet Morton, Cynthia S. Garrison, High Point, First Kendea Biddle, Sarah G. Glover, Sara Doug Harris, Hills Janice Yopp, Immanuel Marie Karriker, Jamestown Robert L. Moore, John Calvin Joyce Caddell, Becky Lowery, Korean First Jung M. Kim, Moon W. Suh, Lansing Barbara Carter, Lexington, First Sidney Lyle, Lexington, Second Jean Morrow, Lloyd Ada S. Brown, Logan Blanche L. Feimster, Dorothy C. Mintz, Madison Julie Joyce, Mebane Joseph Webster, Memorial Donnie Yow, Mocksville, First David Anderson, Mooresville, First Allen M. Brawley, Pat R. Culberson, Mt. Tabor Roy L. Carruth, Lilliesteen M. Harris.

N-Z

New Creation Anne McKee, New Salem John Norton, North Wilkesboro Richard Collier, Cam Finley, Old Providence Betty Wooten, Old Town Dale C. Kistler, Parkway Ray Shaw, Jack Trawick, Piedmont Bob Adams, Pilot Mountain, First Lola Harris, Pine Ridge Claudia Manning, Pittsboro Charles W. Cameron, Presbyterian Church of the Covenant John Barney, Prospect Roy H. Watkins, Randolph Doris E. Clark, Reid Memorial Mae Helen Byers, John Faulkner, Jr., St. Andrews Ron Liner, Salisbury, First Preston B. Askew, Randy Lassiter, Salisbury, Second Alexander Allen, Sedgefield Bill Poe, Shallowford, Marianne Empie, Siler City Emma Jean Williford, Sparta Stan McCrady, Speedwell Janie Nance Brown, Spencer Louise Eddinger, Springwood Henry Tickle, St. James Helen W. Branford, Luella J. Graves, Rosa T. Yourse, St. Paul (Greensboro) George C. Farrow, St. Paul (High Point) Sandra P. Tillman, Starmount Martha Lou Andeson, Carolyn Otten, Carl W. Treleaven, Statesville, First Nell Dickerson, John Gilbert, Tabor Shirley Norris, Thomasville, First Katherine W. Spencer, Thyatira Sam Jennings, Trinity (Burlington) Robert L. VonBergen, Trinity (Salisbury) Myrtle Stevenson, Gladys Winston, Trinity (Winston Salem), Robert E. Pursley, Vandalia Roger Knight, Westminster (Greensboro) Bea Parker, Marlot Phillips, Winston-Salem, First Bill East, Robert Hartsell, Jane Shouse, Martha T. Young, Yadkinville Andrew Mackie, Yanceyville Buford B. Pearson.

The following Churches were excused from having representation at this meeting of Presbytery.

Bairds Creek, Bethesda (Ruffin), Bixby, Clemmons, Concord, Elmwood, Glenwood, Mount Airy, First, Mount Jefferson, Oakland, Pleasant Grove, Shiloh (Statesville), Smyrna, Taylorsville, Unity, Wentworth.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Allen Temple, Bethany (Graham), Boone, First, Centre, Church of the Cross, Danbury Community, Dogwood Acres, Ebenezer, Fellowship, Francisco, Franklin, Glendale Springs, Harmony, Hope View, Joyce, Korean First, Laurel Fork, Little Joe's, Love Valley, Milton, Mocksville, Second, Mount Vernon, Mount Vernon Springs, Oakview, Peak Creek, Pine Hall, Red House, Reidsville, First, Riverview, Rumple Memorial, Sandy Ridge, Shady Side, Shiloh, Burlington, Southminster, Stoneville, Stony Creek, Third Creek, Westminster (Burlington), Whispering Pines, Yadkin United.

The following Church Professionals were enrolled:

Lindy Bodkin, Katherine R. Carr, Connie DeKleuver, Ruth B. Lenger, Ella Mae Phelps.

The following Visitors were registered:

Douglas Aitken, Jr., Fred Beck, Clara Booz, Fred P. Booz, Marian G. Cameron, Mittie B. Campbell, Margaret C. Carr, Gladys Carroll, Fred Carter, Albert L. Clark, Andrew Coates, Charles Connor, Greta Connor, David Couch, Ginny Couch, Calvin Crump, Martha Dobson, Trevor Downie, Carol Smith Dyson, Fred Eads, Charles Fitzpatrick, Frances Fitzpatrick, Jann Briscoe Flagg, Sue F. Foust, Graham Fowler, W. Earle Frazier, Delores Freeman, Moletta Fritts, Helen Funderburk, Marilyn Gambrell, Bessie Mae Garner, Herman S. Garner, Robert Gilchrist, Ezra C. Gilliam, Creola Goodman, Elaine M. Handley, Steve Hannah, Frances Hedrick, Libby Owens Hemenway, Ann Hoch, Clarence Jolly, Jr., Ilunga Kalenga, Daisy M. Keaton, Korothy Lanning, Betty Lowrance, Stella S. McClelland, John McClure, Ann McKenzie, Cora Massey, Geneva Mellon, Willi Messick, Allison Messick-Watkins, Robert Messick-Watkins, Bruce Mize, Diane Mize, Virginia A. Mott, Jane Mullen, Beverly Myers, Rodney Myers, Tammy Owens, Kaye Palmer, Jewelene Parker, Esther Ploger, Lucy M. Rankin, James A. Regan, Brian Roach, Otis Scott, Roxie J. Settle, William E. Shouse, Rachel Shytle, Lena B. Smith, Chuck Snyder, Samuel Stevenson, Isaac A. Stockton, Julia Ross Strope, Arvil Styers, Peggy M. Styers, Jim Swinkola, Johnnie Thompson, Marie Thompson, Linda Thurston, James A. Tomlin, Robert D. Wham, Nancy J. Wheeler, Winifred Yoder, Aurelia Young.

The following Salem Presbytery Staff were present:

Willie D. Garvin, Phyllis L. Plyler, Paul Ransford.

DOCKET

The docket was approved as presented by the Moderator of Council.

WELCOME

The Governing Body was welcomed by Charles Carter, pastor of the host church. Information regarding the facilities was presented by Ruling Elder Van Massey.

INTRODUCTIONS

Elders attending for the first time and other guests were introduced and welcomed. Ilunga Kalenga, Elder of the French Presbyterian Church, Mbujimayi, Zaire, was a special guest of the Presbytery.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, pp.127-128.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, pp. 129-130.)

SPECIAL DISCIPLINARY COMMITTEE

The Moderator reported the appointment of the following persons to a Special Disciplinary Committee, as directed by the Sixth Stated Meeting of Presbytery.

David Partington, Chair
Catrelia Hunter
Costi Kutteh

Fran Olson
Gary Simes

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Resolutions:

Lisa Lamb, Chair
Russell Sherrill

Bills & Overtures:

Paul Woodall, Chair
Philip Gelzer
Robert Habershaw
Ann Jahnes

Sessional Records:

Roy Caruth, Chair
Bob Hartsell
Vivian Frazier

OMNIBUS MOTION

Rollin M. "Chip" Steele, Moderator of Council, presented the Omnibus Motion. Following opportunity for members of the Presbytery to remove items from the Omnibus Motion, the Presbytery approved all the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
Rollin "Chip" Steele, Moderator

Your Council has met twice since the last meeting of Salem Presbytery. Council has continued to work on the length of the docket for presbytery meetings in an attempt to smooth and shorten that event. Presbytery's Committees are cooperating fully in our efforts.

We encourage every Commissioner at the July 14 meeting to be in the sanctuary of Forest Hills Church promptly at 9 a.m. We have scheduled an Order of the Day adjournment at 3:40 p.m. (which can only be extended by vote of the commissioners). There is much important business. Please come prepared by reading carefully the packet materials.

The Council recommends the following actions:

ACTION:

1. The minutes of the April 24, 1990, meeting of Salem Presbytery were approved.

ACTION:

2. The request of the Evangelism Committee to serve Holy Communion at the Institute on Congregational Evangelism, September 20-22, 1990, in Montreat was approved.

ACTION:

3. The following dates for 1991 Presbytery Meetings were approved:

February 2
April 23
July 13
October 1

Guidelines for Sessional Records in use by all three antecedent presbyteries have been gathered, and a new set of rules for Salem Presbytery are being formed for use beginning in 1991. The rules common to the antecedent presbyteries or required by the Book of Order to review the Books submitted will be used. A "Checklist for Review of Sessional Records" is included in Appendix A.

ACTION:

4. The following Interim Guidelines for Sessional Records were approved.

Interim Guidelines for Evaluation
of Sessional Records

Minutes and Records

Each session shall keep a full and accurate record of its proceedings which shall be submitted at least once each year to the presbytery for its general review and control. (G-11.0103x, D-3.0300.)

Record the date, time, and place of each meeting: the names of the Moderator and the elders present and the names of the absentees.

Record the opening and closing of each meeting with prayer.

At Stated Meetings, the minutes of the preceding meeting(s) shall be read and approved.

The minutes should show the election of representatives to Presbytery and their reports on attendance and diligence.

The record of each meeting is to be duly attested by the Clerk.

The minutes shall state the composition of the session with regard to racial ethnic members, women, men, and age groups, and how this corresponds to the composition of the congregation.

Minutes and other official records of the session shall include minutes of congregational meetings and records of the board of deacons and the board of trustees of the particular church.

Every session shall maintain rolls of members as defined by G-5.0200, and registers as provided below (G-10.0302). Minutes should indicate at least annual updating and review by the Session.

a. Membership Rolls. The names of the members shall be placed upon, removed, or deleted from the rolls of the church only by order of the session whenever the session is fully satisfied that such action is justified.

(1) Baptized Members' Roll. The baptized members' roll shall list the names of those persons baptized in the particular church who

have not made a profession of faith in Jesus Christ as Lord and Savior, and children of active members or of ministers of the Word and Sacrament related to the particular church, when such children have been baptized elsewhere.

(2) Active Members' Roll. The active members' roll shall list the names of those who have been received into the membership of the church and who are active in the church's work and worship. The number of members on this roll shall be reported to the General Assembly

An active member who has temporarily moved from the community may become an affiliate member of another church of this denomination or of a denomination in correspondence with the General Assembly, in which case the session may issue a certificate of good standing. (G-15.0201.) The certificate shall be directed to a particular church named therein, shall commend the member to its pastoral care and shall be valid for two years. Upon the issuance of the certificate, the session shall retain the name of the member on the active roll of the church until the person is received into membership in the other church.

When a member moves and can no longer be active in the work and worship of the church of membership, it shall be that person's duty to become an active member of a church in the community where that person is living. The session of the church of membership shall inform the person of this duty as soon as practicable and shall notify a church in the new community and request it to provide pastoral care with a view to membership. In addition, notice shall be sent to either the presbytery office or to the stated clerk of the presbytery or both.

(3) Inactive Members' Roll. The inactive members' roll shall list the names of those who have been removed from the active members roll because of their failure, in the judgment of the session, to participate in the church's work and worship. No member shall be transferred from the active to the inactive roll until that member shall have failed intentionally to participate in the work and worship of the church for a period of one year and until the session shall have made diligent effort to discover the cause of the member's nonparticipation and to restore the member to activity in the church's work and worship. Any member whose name is so transferred shall be notified of this action.

A nonresident member to whom the notice required above has been given may after one year be placed on the inactive members' roll. The session shall then advise the person at the last known address to request a certificate of transfer to a Christian church in the community of residence.

(4) Affiliate Members' Roll. The affiliate members' roll shall list the names of those who have been received into affiliate membership by the session and who are active in the church's work and worship. Affiliate membership must be renewed every two years.

c. Registers. The session shall keep complete registers of:

(1) Marriages, including marriages of all members of the church, all marriages conducted by the ministerial staff of the church, and all marriages performed on church property.

(2) Baptisms

(a) Infant Baptism. Include name, parents' names, and date of

birth of those being baptized and the names of persons presenting the children for baptism.

(b) Adult Baptisms. Include name, parents' names, and date of birth of those being baptized.

(3) Elders, with the name of the church in which each was ordained, the date of ordination, terms of active service, and the record of removals.

(4) Deacons, with the name of the church in which each was ordained, the date of ordination, terms of active service, and the record of removals.

(5) Pastors, co-pastors, associate pastors, assistant pastors, interim pastors, stated supplies, and parish associates serving the church, with dates of service.

Salem Presbytery

Checklist for review of Sessional records for 1989.

	Approve	Exception
1. Was there a record of the date, time, and place of each meeting?	_____	_____
2. Were the names of Moderator, elders present and absent listed?	_____	_____
3. Was the practice of opening and closing meetings with prayer recorded?	_____	_____
4. Were Minutes of preceding meeting(s) subtitled and and approved for each such meeting?	_____	_____
5. Did the Minutes show both the election and the reporting back to Session of Commissioners to Presbytery?	_____	_____
6. Were the Minutes of each meeting attested with the signature of clerk?	_____	_____
7. Was the <u>composition of the Session</u> recorded as to:		
- racial ethnic members	_____	_____
- women members	_____	_____
- men members, and	_____	_____
- age groupings	_____	_____
as compared to those same categories in the <u>congregation at large</u>?		
- racial ethnic members	_____	_____
- women members	_____	_____
- men members, and	_____	_____
- age groupings	_____	_____
8. Were Minutes of Congregational Meetings included in the Session Minute book?	_____	_____
9. Was review of the records of the Deacons (if applicable) indicated?	_____	_____
10. Was review of the records of the Trustees indicated?	_____	_____

11. Do the Sessional Records indicate that the following rolls are being maintained?
    (1) Baptized members _____ _____
    (2) Active members _____ _____
    (3) Affiliate members _____ _____
    (4) Inactive members _____ _____

12. Do the Sessional Records indicate that the following registers are being maintained?
    (1) Marriages _____ _____
    (2) Baptisms _____ _____
    (3) Elders _____ _____
    (4) Deacons _____ _____
    (5) Pastors (w/dates of service) _____ _____

13. Were records adequate in describing the background and business transacted? _____ _____

For Information:

1. A proposal from the Synod Consultation on Mission Partnership Funding was approved by Synod's Council and forwarded to each Presbytery Council in the Synod. After hearing a presentation by Dr. Carroll Jenkins, Synod of the Mid-Atlantic Executive, Council concurred with Synod Council's action to withdraw from the General Assembly Mission Partnership Funding plan by 1993.

INTERPRETATION OF A PROPOSAL ON PARTNERSHIP FUNDS

CONSULTATIONS

On April 27, representatives of General Assembly, the Synod of the Mid-Atlantic and all of its constituent presbyteries met in Consultation on Mission Funding. As a part of that consultation, they adopted a formal proposal to the council of synod and the councils of the presbyteries regarding "Partnership Funds". In order to act on this there are some things they felt council members should know about both synod's consultative/partnership process and "partnership funds".

The Standing Rules of our new synod allow and call for consultations among presbyteries or between synod and some or all of its presbyteries. Generally, these consultations focus upon mission and ministry that is essentially presbytery based, but in which synod may have some role. Annual consultations between synods and presbyteries on mission funding are also required by the current mission funding plan of our denomination.

Synod's Standing Rules say that if a formal proposal arises from any such consultation it should go first to synod's council for confirmation and then to the councils of the presbyteries for their confirmation. If a majority of the presbyteries participating respond in the affirmative within six months, this authorizes us to proceed with the activity.

The May 27 Consultation on Mission Funding approved the submission of a proposal on withdrawing from General Assembly's Partnership Funds program to the councils of synod and presbyteries. This is the proposal being presented to you at your upcoming meeting. Action on this particular proposal is requested by July 11, the date the body set for a follow-up consultation to move ahead on this matter in a time frame that will keep us on target in the process.

PARTNERSHIP FUNDS

Basic to understanding partnership funds is the recognition that this process for redistributing money within the denomination from the more

affluent synods and presbyteries to those who need help to support mission and ministry within their own area or region.

Years ago in the history of the UP stream, some of that was done through the General Assembly's Board of National Missions which supported both aided fields and some governing bodies. In time, especially after the disappearance of that Board with re-organization, the Council on Administrative Services took on the function of providing, initially, for support of staff in governing bodies that could not afford needed staff. Later, those funds were used to support program and dependent congregations. Eventually, funds were provided to support both staff and program.

Though the PCUS style of providing for mutual support was quite different, focusing as it did on the presbyteries, partnership funds were carried over into the new denomination at the reunion. Several of the UP synods and presbyteries, including Piedmont and its presbyteries, were quite dependent upon this process for redistributing funds.

More recently, some synods and presbyteries have opted out of the General Assembly's partnership funds program and negotiated that withdrawal in "revenue neutral" terms, so that neither presbytery, synod nor General Assembly get hurt in the process. That is, basically, to come to agreement on reducing gifts and support to General Assembly in proportion to partnership funds no longer received under the adopted plan.

Previous consultations within the Synod of the Mid-Atlantic have voted to stop participating in the General Assembly Partnership Funds program and substituting a means of sharing in partnership among this synod and its presbyteries -- but without a clear process for doing so. Each of these consultations has recognized that while we may choose to withdraw from the General Assembly program and process, we still have a need for a system of sharing and redistributing funds form more affluent presbyteries with the synod in support of the mission in support of mission within those of synod's presbyteries that are less affluent. A consultation last September called for the development of a plan and schedule for this withdrawal from General Assembly partnership funds and developing partnership funding within the synod.

The proposal now before synod and presbytery councils is that plan and schedule as adopted and submitted to councils by representatives of General Assembly, the synod and its presbyteries gathered for the April 27 consultation.

THE PROPOSAL

The proposed plan and schedule for withdrawal from General Assembly Partnership Funds and the development of the means of providing for mutual support of mission among the presbyteries of this synod is divided into four stages. Stage 1 - 1990 Negotiating Table has already taken place --- at the April 27 Consultation. Another consultation has been called for July 11 to move ahead with the process on the prescribed schedule, beginning with Stage 2 - Enter process with G.A.

This second stage is where all three governing bodies come together to work out schedules, targets and dates and commitments of percentages of total mission dollars that hurt neither the presbyteries, synod nor General Assembly.

Stage 3 - Targets and Dates is simply the continuation of that agreed-upon process.

Stage 4 - Consultation in Synod is where we come together in a consultative, partnership, negotiating process determine how and where money will come from through the synod to support the mission and ministry of synod and those presbyteries within synod which need help from sister presbyteries to strengthen our Presbyterian witness throughout the region.

The note at the end of the proposal outlines the schedule for reducing our participation in General Assembly Partnership Funds between now and January, 1993, the date previously agreed upon. The April 27 consultation allocated the $585,000 already allocated to synod by the General Assembly --- $207,055 to synod and $377,945 to eight of the thirteen presbyteries.

Council has approved the following:

The Consultation on Mission Funding, meeting at Richmond, VA on April 27, 1990 recommends that the document headed "MISSION PARTNERSHIP FUNDING *Plan and Schedule for Withdrawal* be confirmed by Synod's council at its May 4-5, 1990 meeting and transmitted to the councils of all presbyteries within the synod for their confirmation as a formal proposal of this consultation.

MISSION PARTNERSHIP FUNDING

Plan and Schedule for Withdrawal

Stage 1. - 1990 Negotiating Table

A. Share information regarding resources.
B. Share information regarding needs.
C. Negotiate disbursement of 1990 funds and balances.

Stage 2. - Enter process with G.A.

A. Consultation with General Assembly

Re: 1. Withdrawal schedules.
2. Percentage commitments.
3. Synod and Presbytery Consultation.

Stage 3. - Targets and Dates

A. Negotiated targets and dates adopted and implemented.

Stage 4. - Consultation in Synod

A. Synod Support by Presbyteries.
B. Presbytery needs examined in consultation process.
C. New areas of Mission; Ministry; and Dream Projects reviewed together.

D. Support is negotiated and agreed to by the Synod and Presbyteries in the Mission Funding Consultation.

Note: It is suggested that funding from G.A. be phased out in the following target amounts:

Year 1990 - Amount over needs and offerings.
Year 1991 - One half of the amount used in 1990.
Year 1992 - No General Assembly funds.
Year 1993 - No funds.

2. Four persons were appointed to serve on a Presbytery Office Location Committee. They are Bob Caudill, Jim Grant, Dale Davidson, and Rosa Yourse. They will explore options for a permanent location for the office including an offer from the Clemmons Church either to use a parcel of their land or to share space in a possible new building.

3. Council heard and approved a request from the First Presbyterian Church of Thomasville to enter into an agreement with a neighboring attorney to use a small tract of church property to enlarge his parking lot. The church will have use of the parking lot on weekends and other times.

4. Council approved requesting a one-page history from each church hosting Presbytery meeting to be included in the packet.

5. In response to a request from the factfinding group appointed to visit the Fifth Street Shelter Ministries in Statesville, Council approved a one-time $5,000 grant to aid in the critical needs of the transition period of the new group operating that ministry after the Jubilee House Group moved to North Wilkesboro.

6. Council has received as information resolutions from Back Creek and Fifth Creek Presbyterian Churches concerning the hazardous waste incinerator. These will be referred to the Bills and Overtures Committee for recommendation to Presbytery. See attached Appendix C.

PERSONNEL COMMITTEE
Jim Eller, Moderator

The Personnel Committee has been busy with its work since the last meeting of Salem Presbytery, having met on March 13, May 22, and June 7, 1990. The committee was engaged in its primary tasks of overseeing the search for exempt staff; offering care and support to staff persons; evaluating their performance; and making recommendations regarding changes in terms of call.

In the meeting of March 13, the committee met for lunch with Hewon Han, Associate for Congregational Life, and Carter Shelley, Associate for Care and Development of Leadership, to hear reports of their work and to offer support for their continuing ministry. Having been charged by presbytery on February 3 with the job of searching for a person to fill the position of Hunger Action Enabler (permanent half-time position), the committee developed a strategy for the search, including advertising, screening applicants, and doing final interviews.

The annual review of Willie Garvin, Associate for Finance and Business Affairs/Treasurer, was the committee's main order on May 22. Evaluations of Ms. Garvin's work revealed her strengths as a staff member and demonstrated how her work has given strong support to the presbytery during its start-up year. Dealing with the difficult task of developing a new office, Willie Garvin revealed herself to be "a team player" and a "problem solver" who has given good leadership to Salem Presbytery in the areas of business affairs and finance.

The committee meeting on June 7 was devoted to interviewing the finalist candidates for the permanent, half-time Hunger Action Enabler Position. Several excellent candidates applied, and three finalists were interviewed and evaluated carefully as to their qualifications and experience. One candidate stood out as best suited for the position; and the committee voted to recommend Catherine Jane (Katy) Reed, presently a member of Salem Presbytery serving as Interim Hunger Action Enabler (half-time), for the position as permanent Hunger Action Enabler (half-time position).

ACTIONS:

1. Willie D. Garvin, Associate for Finance and Business Affairs/Treasurer, was commended for her job performance over the past year; the 5% salary increase previously approved by Presbytery will take effect on the anniversary date of her employment; and a prayer of thanksgiving and intercession was offered for her at an appropriate time during this meeting.

2. The following position description for Hunger Action Enabler (half-time position) was approved.

POSITION DESCRIPTION FOR HUNGER ACTION ENABLER

[Half Time Position]

Title of Position

The position shall be that of Hunger Action Enabler

Accountability

The Hunger Action Enabler is accountable through the Executive Presbyter/Stated Clerk and Personnel Committee to Salem Presbytery.

Responsibilities

It shall be the duty of the Hunger Action Enabler to:

A. Raise the level of awareness by Salem Presbyterians regarding the extent and causes of hunger both in our area and places of critical need worldwide, and the actions already being taken by Presbyterians to deal with the problem.

B. Enable participation in and development of hunger programs by congregations, the presbytery, and ecumenical groups, in keeping with Presbyterian Church (U.S.A.) guidelines for hunger action projects.

C. Develop a working relationship with our denominational Presbyterian Hunger Program, especially concerning international projects.

D. Energize Salem Presbyterians to advocate before public and private sector leaders the need for creative new policies to combat hunger.

E. Develop a network of hunger contact persons in the congregations of Salem Presbytery.

F. Identify, develop, and recommend education/action resources and effective models of hunger action programs to be used by Salem Presbyterians.

G. Identify and help strengthen efforts already in place in our area meeting the needs of poor and hungry people through programs of direct relief and/or self-development.

H. Serve as resource person to the Salem Presbytery Hunger and Peacemaking Committees, as well as, the Division of Church in the World.

I. Administer the Salem Presbytery Hunger Program.

3. Catherine Jane (Katy) Reed was called to the permanent, half-time position of Hunger Action Enabler. The terms of the call are:

Salary/Housing	$18,500.00
Pension	4,625.00
Social Security	1,415.25
Dental	128.00
Continuing Education	500.00
Travel	2,250.00

HUNGER COMMITTEE
George Carpenter, Moderator

Clyde Cook introduced Ilunga Kalenga, Director of the Christian Health Center, Mbujimayi, Zaire, who spoke to the Presbytery about our partnership.

HIGHER EDUCATION COMMITTEE
Rocky Ward, Moderator

Jim VanHecke reported for the Committee in the absence of the Moderator. The Higher Education Committee is pleased to announce the opportunity to begin a Presbyterian Campus Ministry in the Winston-Salem area. Trinity Presbyterian Church, in calling the Rev. Mr. Stewart Ellis for 3/4 time to serve the Church, will make him available at 1/4 time for campus ministry. Mr. Ellis will work at Wake Forest University and Winston-Salem State University for an average of twelve hours per week.

The timing is right with approximately five hundred Presbyterian students at Wake Forest and an undetermined number at Winston-Salem State. There is a very positive cooperative spirit among the campus ministers at these institutions and Wake Forest will provide office and meeting space.

Local area Presbyterian churches have expressed a high degree of interest in beginning this ministry and several have pledged financial support for the remainder of 1990. Additional funds will come from the Higher Education Committee in order to provide 1/4 salary and benefits for Mr. Ellis and money for program expenses. Presbytery office will provide secretarial support for the remainder of 1990.

The Campus Minister will be accountable to and evaluated by the Higher Education Committee for his work. During the first twelve months, a Campus Ministry Board consisting of persons from the supporting churches and the institutions served will be formed. The board will begin providing oversight and support for the program.

There has been a need for a Presbyterian presence in campus ministry in the Winston-Salem area. The Higher Education Committee commends Trinity Church and the local supporting churches for their vision and support.

PEACEMAKING COMMITTEE
Frank Dew, Moderator

Mrs. Ann McKee reported for the Committtee in the absence of the Moderator.

Since the printing of the information on the Peacemaking Report Kay-Robert Volkwijn has accepted a call to be Associate Executive for the Synod of Mid-America. We rejoice with Kay-Robert in this call, but we shall miss his services as a Peacemaking Enabler. We now need someone to work along with Jim Moore who could be responsible for the eastern half of the presbytery. If you know of anyone who might be interested, have them contact Frank Dew.

The montreat Peacemaking Conference will be focusing on "Making Peace with the Earth". The dates are October 21-24. We have a house capable of sleeping 14 people. If you are interested in joining us, please let Frank Dew know. Scholarship funds are available.

Also, let me remind you that materials and resources available through the Peacemaking Program in Louisville are outside on our table.

And finally we would like to present certificates to the following churches which have signed the commitment to Peacemaking:

Graham Presbyterian Church, Graham, N.C.
Freedom Presbyterian Church, Statesville, N.C.

Lansing Presbyterian Church, Lansing, N.C.
Prospect Presbyterian Church, Mooresville, N.C.

SOCIAL JUSTICE COMMITTEE
Mary Boyd Click, Moderator

Steve McCutchan introduced Chuck Snyder who spoke to the Presbytery on homelessness.

AD HOC COMMITTEE
5TH STREET SHELTER MINISTRIES, STATESVILLE

Tom Miller reported for the Ad Hoc Committee.

Mr. Moderator, sisters and brothers in Salem Presbytery, I was appointed by the Moderator of the Division of the Church in the World to chair a task group ordered by the Presbytery to investigate the Shelter Ministries in Iredell County.

I stand before you today to confirm our report that Fifth Street Shelter Ministries is alive and well in Statesville. The task group of five persons, including Clyde Cook, Frank Dew, Daisy Keaton, Jean Rodenbough and myself, met with the new Administrative Director, Neil Furr, and the Chair of the Board of Directors, Ms. Pam Simon, then made an onsight visit to the Shelters and offices of the Ministry. We visited there with other staff members and met again to prepare our report. The Governing Body will want to know that the Ministries is completely reorganized with a new staff and a new board of directors.

The Board of Directors is made up of a combination of new and experienced board members. "The new board, according to the administrative director, is comprised of twelve very active members. It not consists of two ministers, a retired college professor, a newspaper general manager, a banker, a civil rights activist, an elected president of the Chamber of Commerce, two school teachers, two lawyers, a person involved with the juvenile court system, (and) a formerly battered woman--liberal and conservative members, six women, six men, five blacks, and both quiet and loquacious members. Each member of the board has pledged to do something every day for the shelters."

Our report reads in part:

> We were impressed with the determination and commitment of the board to continuing the work of the ministry. The facilities were in improved condition and all of the services of the ministry have been maintained during this time of transition. The staff seems well qualified and excited about the work they are doing. . . .On the basis of our visit, we found the Fifth Street Shelter Ministries to be a vital and vitally important part of the Statesville community, and we strongly recommend it to Presbytery for consideration in future funding requests.

The Board was unable to get organized fast enough and gain a 501c(3) tax status before a number of important funding deadlines were passed. As a result the ministry has had a critical cash flow crunch. That situation has now improved due to three facts:

1. the United Way has reinstated its $32,000 1990 appropriation and has approved a $40,000 appropriation for 1991,

2. the ministry has been awarded a grant from the Z. Smith Reynolds Foundation of $20,000 for the Battered Women's Shelter, and

3. an emergency one time grant of $5,000 was approved from Salem Presbytery. This does not solve all the fiscal problems, but greatly improves them and bodes well for the funding of the Ministries in the future.

ACTION:

Presbytery approved the report and admitted it to record.

CHURCH DEVELOPMENT COMMITTEE
Steve Hundley, Moderator

From the vision of antecedent Orange Presbytery came the development of a Korean congregation in Greensboro. Meeting first in the First Presbyterian Church of that city, the Korean First Presbyterian Church was organized by Salem Presbytery on April 6, 1989. The Reverend Paul Ryoo was called as the first pastor.

In early 1990 the congregation moved to meet in the Westminster Church on West Friendly Avenue, still in Greensboro. The new church continues to grow and have longed for their own place of worship. They have developed a Building Fund and for some time have been in dialogue with the Church Development Committee about help in acquiring property in western Guilford County.

The Church Development Committee is excited about the property found with the expert help of Mr. Bill Hylton, SRA, a member of the Committee. It is described in the accompanying material, along with the plans of Korean First Church toward construction of a building. Mr. Hylton's letter summarizes the terms of the contract between the owners Robert E. and Esther M. Campbell and Salem Presbytery.

The Committee unanimously recommended the purchase of this property for development by the congregation. The Council also voted unanimously to concur in this recommendation to Salem Presbytery:

ACTIONS:

1. Salem Presbytery authorized its Trustees to purchase a tract of land at the corner of National Service Road and St. Paul's Church Road in western Guilford County, North Carolina, and described in Deed Book 2542, at page 644, Register of Deeds, Guilford County, under the terms of the contract enclosed herewith.

2. The Church Development Committee in consultation with Ms. Willie Garvin, Presbytery Associate for Finance and Business Affairs/Treasurer, was authorized to complete the arrangements for the purchase of the parcel of land at a purchase price not to exceed $67,000.

3. Salem Presbytery approved for this purpose the use of funds from its designated Church Development Funds, and the Church Development Committee was authorized to develop an appropriate funding plan.

4. Salem Presbytery authorized and instructed the Trustees of Presbytery to execute all necessary documents to complete the purchase of the parcel of land described above.

5. Salem Presbytery paused for prayer thanking God for guidance in bringing us to this next step in the continuing growth and effectiveness of this new church.

REPORT OF GENERAL ASSEMBLY COMMISSIONERS

Commissioners Dale Davidson, Frank Allen, Jane Miller, Herb Nelson and Youth

Advisory Delegate Jennifer Sherrill reported on the meeting of the General Assembly in Salt Lake City.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion led by Charles Carter. The preacher was the Rev. Cynthia Higgins. Mr. Stan Grady was the organist.

LUNCH

Follwing announcements and Prayers of Thanksgiving led by Rev. Cynthia Higgins, the Presbytery was recessed for lunch at 12:30 p.m.

AFTERNOON SESSION

At 1:15 the Presbytery reconvened in two sections to hear trial sermons by Candidates for Ordination Ron Smith and Robert Messick-Watkins. Following their sermons, Presbytery reassembled and was led in Prayers of Intercession by Stan Voth.

CONGREGATIONAL LIFE DIVISION

The Division convened at 2:00 p.m. in the Conference Room of the Presbytery Office in Clemmons. Those present included Linda Blessing, Loretta James, Tom Miller, Charles McKee, Stan Voth, Ida McCaskill and Hewon Han. Those excused were Pat Stewart, Delores Spielman, Tom Clymer and Fred Coates. The meeting was opened with prayer by the moderator, Linda Blessing.

Committee Reports.

EDUCATIONAL MINISTRIES COMMITTEE: The general response to the Kerygma Workshop has been excellent. The PREM advocates are beginning to hold the area workshops for Pastors and Educators. The committee is in the process of examining the entire structure of the division, so that it will reflect the pattern of ministry of a local congregation. There will be a training session for the new Confirmation Curriculum "Journey of Faith" to be held in Richmond, Va. on November 7-9, 1990. This is a General Assembly sponsored event, to which each Presbytery is asked to send two persons who will come back to the Presbytery and train others in how to use the material.

CHILDREN'S MINISTRY COMMITTEE: No report.

STEWARDSHIP EDUCATION COMMITTEE: Held a workshop for pastors and stewardship committee members of the congregation on May 19, at Clemmons Presbyterian Church. About 47 people attended thw rokshop which was led by Rev. Claude Godwin, Associate Director of Mission Funding, Presbyterian Church (U.S.A.). The response was very positive. The committee is also working on interpretive materials for churches to be used in their stewardship campaign.

WORSHIP AND MUSIC COMMITTEE: The committee plans and conducts worship services at presbytery meetings. The service at the April Presbytery was well received and there was no problem in using a candidate for preaching. However, the committee feels that if there is more than one candidate to preach at presbytery meetings, there will be a problem with the worship service. It will be better to have them preach at some other time. In the interest of saving time at presbytery meetings, the committee modified opening and closing services.

YOUTH MINISTRIES COMMITTEE: The Spring rally at Tanglewood Park was a success. One hundred forty seven youth and advisors attended the rally. The fall retreat for Senior Highs (9th through 12th grade) will be held on September 28-30 at Camp New Hope. The cost will be $40.00 which includes meals and lodging. Watch the Salem Sampler and Presbytery packet for announcements and registration.

The Winter retreat for Junior Highs will be held in February, 1991. When the plans are finalized, the committee will inform local churches. The committee also concurred reluctantly to cut the budget $1,000.00 at the request of the Budget and Finance Committee.

RESOURCE CENTER COMMITTEE: Adopted Mission Statement.

The Salem Presbytery Resource Centers exist to serve the local congregations, both laity and staff by providing print and mixed media resources and equipment for their use. The Resource Centers Committee accomplishes this task by:

1. Maintaining Presbytery's Resource Centers by:
   a. purchasing new materials/equipment/supplies
   b. establishing policies for circulation of materials and equipment
   c. overseeing circulation of material and equipment
   d. maintaining equipment
   e. recruiting/training volunteers to staff centers

2. Promoting Centers by:
   a. publicizing material through the Salem Sampler, displays, brochures, etc.
   b. publishing and distributing a Resource Centers Catalog listing all available material and equipment
   c. updating the catalog periodically as new material is purchased

3. Committee maintenance by:
   a. drawing up budget requests to present to Presbytery
   b. overseeing the disperion of Resource Center funds
   c. evaluating the use of Centers, staff and equipment needs, materials and making recommendations based on these evaluations.

ADULT MINISTRIES COMMITTEE: Ed Powers, Wendy Yoder and Delores Spielman conferred at the Montreat Leadership Conference on Older Adults, May 14-18. The committee will meet later to strategize how to make a contact with the churches that did not respond to the survey.

SPIRITUAL FORMATION AND ENRICHMENT COMMITTEE: Plans are being made for a congregational retreat with Thomasville Presbyterian Church on October 12-14, 1990. The committee is also planning to publish an Advent Devotional Booklet for Presbytery.

SINGLES COMMITTEE: Forty-five singles attended the first retreat on Marcy 30 to April 1, at Myrtle Beach. The committee is preparing a singles newsletter to be sent to the churches and single committee contacts. The committee is also planning a cookout at Tanglewood park on September 23.

LEADERSHIP DEVELOPMENT COMMITTEE: Pathways to Leadership will be held on Saturday, September 15, 1990, at First Presbyterian Church, Winston-Salem. Melva Costen of Atlanta, Chair of the New Hymnbook Committee, will be the keynote speaker and lead a workshop on the new hymnbook. The committee feels there are exceptional courses and leaders for this year's event.

REPORT OF THE EXAMINATIONS COMMITTEE
Edwin C. Brammer, Jr., Moderator

RECEPTION OF RONALD A. SMITH

ACTION:

The Presbytery proceeded with the examination of Ronald A. Smith. This

candidate has passed the General Assembly standard exams, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

a. Ronald Anthony Smith was examined and received into Salem Presbytery so that he may accept the Call of the Fairmont Presbyterian Church of Lexington, NC. The effective date is July 15, 1990.

Ron has a Master of Divinity from Columbia Theological Seminary in Decatur, Georgia, and a B.A. in Broadcast Journalism from the University of North Carolina. His membership is in the Forest Hill Presbyterian Church in Charlotte. He most recently has been working with the Atlantic Coast Sports Communications of Charlotte, a sport graphics business, where he is owner and operator.

b. His credo which follows was approved.

I believe in one God who is both three in one and one in three. Though the term "Trinity" does not appear in the Scriptures, it is evident to me from Scripture and from the creeds of the church that the Godhead consists of this one God, God the Father, God the Son, and God the Holy Spirit. In the Trinity, we see a relational God who creates, redeems, and comforts.

I believe that God created the heavens and the earth and that God created man and woman in God's own image. Although made in God's image, our sinfulness does not allow us to live in community as God desires for us to do. However, God does not abandon God's creation or children. God's love, mercy, justice, grace, and forgiveness sought to restore that which was broken, to heal that which was marred, and to find all who were lost.

I believe in Jesus Christ, the Son of God, who came to us both fully human and fully divine. He is the Word of God Incarnate. Through Christ's life, death, resurrection, and ascension, the gift of eternal salvation is offered freely to those who confess His name.

I believe in the Holy Spirit, who is God's presence in the world today. Through God's Spirit, we are convicted of sin, sustained and empowered for service to God and to others. The Holy Spirit challenges the church and individual believers to respond faithfully to the Word of God.

I believe the Bible is the Word of God. The Old and New Testaments are the unique and authoritative rule of faith and life for believers.

I believe the church to be the Body of Christ. I believe in the priesthood of believers, that all believers have equal access to God through Christ. I believe that each believer is called to share his or her gifts and talents with the church in the building up of the body and that all members are of equal importance in the body, of which Christ is the head.

The church is brought together in worship to glorify God. The church is to reach out to the world in word and deed as it seeks to share the Good News of the Gospel.

I believe the church correctly celebrates two sacraments, the Lord's Supper and Baptism. The sacraments are visible signs and seals of God's grace and declare His presence with believers.

In the Lord's Supper the faithful remember the sacrifice of our Lord Jesus Christ, while at the same time celebrating the nourishing presence of God.

In Baptism, we celebrate the washing away of sins, our new life in Christ, as well as proclaiming God's faithfulness and presence in the lives of infants baptized that they may grow to accept Jesus as Lord and Savior.

I endorse the form of government of our denomination, I am guided by its confessions and I embrace the connectional nature of our church.

c. Presbytery heard and approved a sermon on Luke 22:31-34.

d. Presbytery heard his statement of personal faith and commitment to the ministry of the Word and Sacraments, and approved his examination.

e. The following Terms of Call to Mr. Smith were approved:

Salary/Soc.Secur.	$20,374.25
Housing	6,112.28
Pension/Medical	6,621.63
Car Allowance	2,250.00
Continuing Education/ Book Allowance	500.00
Moving Costs	864.44
TOTAL	$36,725.60
Vacation	Four weeks
Study Leave	Two weeks

f. The following Administrative Commission was appointed to Install and Ordain Mr. Smith as Pastor of the Fairmont Presbyterian Church on August 5, 1990, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Kenneth Craig	Moderate/Charge Pastor	Minister
Robert Jeffords	Propound Constitutional Questions to Minister	Minister
Peggy Styers	Propound Constitutional Questions to Congre.	Elder
Robert S. Owens, Jr.	Preach	Minister
Harry Wilson	Read Scripture	Elder
John Wilkerson	Prayer	Minister
Bill Sosebee	Charge Congregation	Minister

g. Mr. Smith was instructed to sign the obligations required of a minister to be enrolled in presbytery.

EXAMINATION OF ROBERT MESSICK-WATKINS

ACTION:

Presbytery proceeded with the examination of Robert Messick-Watkins. This candidate has passed the General Assembly Standard Examinations, received a diploma from an accredited theological school, and has been examined by the Examinations Committee of Presbytery.

a. Robert Messick-Watkins was examined by Salem Presbytery, at the request of Cincinnati Presbytery. His candidacy was transferred to Cincinnati Presbytery in order that he may be received into that presbytery in order to accept the Call of the Ludlow Presbyterian Church of Ludlow, Kentucky.

Robert is a graduate of Union Theological Seminary in Richmond, and Davidson College. He is a candidate of this presbytery. The examination is at the request of Cincinnati Presbytery, who feels the home presbytery is in a better position to examine candidates. Robert is the son of the Rev. John Watkins, the former pastor of the Forest Park Presbyterian Church of Statesville, which is Robert's home church.

b. Presbytery heard and approved a sermon on Ecclesiastes 1:1-10 and Luke 2:8-15.

c. Presbytery heard his statement of personal faith and commitment to the ministry of the Word and Sacrament, and approved his examination.

RECEPTION OF CHARLES FITZPATRICK

ACTION:

The Presbytery approved the reception of Charles Fitzpatrick, honorably retired.

a. The Reverend Charles Fitzpatrick was examined and received by Salem Presbytery, transferring from Trinity Presbytery to Salem so that he may be a member of the Presbytery in which he resides during retirement.

Charles is presently living in Asheboro. Most recently, he served as Associate Pastor of the First Presbyterian Church of Clinton, SC and as Chaplain to two units of the Presbyterian Home of South Carolina located in Clinton.

b. His credo which follows was approved.

I believe that I am a member of God's Covenant Community through God's grace in Jesus Christ. I was baptized as an infant into that community, I cannot remember when I was not aware of my place in it, and within that community of faith I have learned about God, and human beings, and God's will for creation.

The world was created by God. Human beings are part of that created order, but occupy a special place in it. Humans are created in God's image for fellowship with Him and each other, and history is leading to the time when such fellowship will be restored through God's action in Jesus Christ.

Restoration is necessary because of the sin of human beings. Sin was and is an act of rebellion against our Creator, an effort to be more than we were created to be. All humans sin, they are unable to stop on their own effort, and need God to act to make things right again.

I believe the Bible when it says that "God is love." Only love on the part of the Creator can explain for me the action of God in History revealing Himself as Creator, Sustainer, and Redeemer of the world. In spite of human disobedience, the Creator continues to love human beings and to welcome them into the Kingdom of God.

I believe that Jesus of Nazareth, the Son of Mary, is also the Son of God, sent into the world as a human being to reconcile all humanity to God the Creator. The process of proclaiming reconciliation has been entrusted to believers in Jesus, the Church, and reconciliation is open to all who will accept the offer. The worth of a human being can be seen in the fact that Jesus was human, and the potential for human beings can be seen in Jesus, for he is what we were created to be.

I believe that the Holy Spirit is God. The Spirit moves in mysterious ways to bring about God's purpose on earth. The Spirit accompanies the Word, laying its message on the hearts of people (illumining it), and the Spirit unites believers in the Church, the Body of Christ.

I believe in the triune God, Father, Son and Holy Spirit, because that is the way this God has revealed himself to us in the Bible. To speak of the Father, or of the Son, or of the Holy Spirit, is to speak of ONE God in three persons. This one God is the God of love who created, sustains, and redeems.

I believe the Church is the agency through which God makes himself known in the world today. Through preaching the Word, and

living the Word, witness is made to the redeeming work of Jesus until He comes again after defeating every enemy that opposes God's will.

I believe that we can all live in hope, for God has revealed that the future is in His hands. The forces of evil are doomed, and God's purpose will finally be achieved.

b. Mr. Fitzpatrick was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF SAMUEL STEVENSON

ACTION:

The Presbytery approved the call of Samuel Stevenson to Grace Presbyterian Church, Winston-Salem, NC.

a. The Samuel Stevenson was examined and received by Salem Presbytery, transferring his membership from New Hope Presbytery so that he may accept the Call of Grace Presbyterian Church of Winston-Salem, NC. The effective date is September 1, 1990.

Sam is presently serving the Calvary Presbyterian Church of Wilson, NC.

b. His credo which follows was approved.

I believe that God is the Creator of heaven and earth. I believe that God made human beings in the image of God and charged them with the stewardship of living in community, loving one another as God loved, and caring for all that is placed under their dominion. I believe that God is gracious and merciful and constantly at work in the world to bring humankind to wholeness through Jesus Christ.

I believe in Jesus Christ as my Savior and Lord. I believe that God's perfect love is expressed in Jesus Christ and that Christ is the standard, the ideal, of God's purpose for humankind. Through Christ, I am learning the meaning of love and experiencing the application of my knowledge in daily living. To this end, I struggle, but I also rejoice, give thanks and praise, for God's grace compels me to a continuing life of service for purposes of Christ.

I believe in the Holy Spirit as the indwelling, illumining, sustaining power of God. The Holy Spirit is sent to empower the Church to do the ministry of Christ. The Holy Spirit inspires and orders the productive use of the variety of gifts from a variety of racial, ethnic, and culturally diverse persons, also ages, sexes, and disabilities. The Holy Spirit binds brothers and sisters together as they mutually encourage and nurture one another's faith to maturity in Christ.

I believe the sacraments of the Church to be Baptism and the Lord's Supper as instituted by Christ. In Baptism, persons are united with Jesus Christ and made members of the household of faith. Baptism is the act of initiating persons into the Church to begin a life of Christian service.

The Lord's Supper commemorates Jesus' perfect sacrifice for humankind. It renews, enables, and nourishes our faith in the saving power of God's love through Christ. It gives us needed spiritual food and strength to love God with all that is within us.

I believe in the authority of the Word of God as recorded in the Holy Scriptures and as revealed to humankind. Through Scripture, we learn of God's love for us as manifested in Christ. That love is a source of redemptive power drawing humanity into a

new relationship with God. By this grace, I am called to give my life as servant in the service of the Lord.

c. The following Terms of Call were approved for Mr. Stevenson:

Salary	$18,000.00
Housing	10,500.00
Social Security	1,648.00
Professional Expenses	2,250.00
Pension/Medical	7,537.00
TOTAL	$40,435.00

Vacation	Four weeks
Study Leave	Two weeks

d. The following Administrative Commission was appointed to Install Mr. Stevenson as Pastor of the Grace Presbyterian Church on October 21, 1990, at 4:00 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
J. Herbert Nelson	Moderator	Minister
Carter Shelley		Minister
Frank Thomas		Elder
Jud Milam		Minister
Cora Massey		Elder
Roberta Howell (New Hope Presbytery)		Elder
Antonia Lawrence (New Hope Presbytery)		Minister
James Costen (Cherokee Presbytery)		Minister

e. Mr. Stevenson was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF STEWART E. ELLIS

ACTION:

Presbytery approved the call of Stewart Ellis to Trinity Presbyterian Church, Winston-Salem, NC.

a. The Rev. Stewart E. Ellis was examined and received by Salem Presbytery so that he may accept the Call of the Trinity Presbyterian Church of Winston-Salem. This call is in conjunction with a campus ministry position in the Winston-Salem area. The effective date is July 15, 1990.

Stewart is presently pastor of the Cameron Presbyterian Church of Cameron, NC.

b. His credo which follows was approved.

"By the grace of God I am what I am..." (I Cor. 15:10). Grace is not only the brown-eyed brunette who happens to be my wife, but God's grace is the starting and ending place for my personal faith.

I trust in a merciful, slow-to-anger God who keeps on reaching out to me and forgiving me when I take two steps backward for each one forward.

God continues to speak to me through the writings of the Old and New Testaments. And in a special way, Jesus of Nazareth, his life, teachings, death and resurrection, is like a window to help me see into the heart of a gracious God. And like a mirror Jesus shows me what kind of human being God wants me to be.

I trust in the God of Easter who can being radically new possibilities for growth, new life, wonder and hope out of human pain and suffering.

In the context of God's gracious gifts, common things (like bread, wine and water) and ordinary sinners (like you and me) can take on profound significance and usefulness in God's kingdom.

I believe John 3:16 and II Cor. 5:19 sum up to the gospel in two verses. The God who sent Jesus also sends us (Christ's body) into the world which God loves. Thus the focus of ministry and mission is not just the church but also the world.

The God who cares for us calls us to care for the earth, to share the Good News, to serve with compassion, and to work for justice and peace for all women, men and children.

In all of life and ministry, we are not alone. The Spirit of God is always with us bringing us healing hope, strength and encouragement and reminding us that in the end we are in the hands of a gracious God.

c. The following Terms of Call were approved for Mr. Ellis:

Salary	$ 17,000.00	
Use of Manse	Provided	
Furnishing/Utilities	3,591.20	
Medical Insurance/Annuity	6,042.14	
Automobile allowance	2,250.00	
Continuing education	500.00	(as used)
Book allowance	500.00	(as used)
TOTAL	$ 29,533.84	

Vacation	Four weeks
Moving Costs	Provided
Study Leave	Two weeks

d. The following Administrative Commission was appointed to Install him as the Pastor of the Trinity Presbyterian Church, Winston-Salem, on August 26, 1990, at 7:30 p.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Carter Shelley	Preside & Propound Constitutional Questions	Minister
Albert C. Winn Atlanta Presbytery	Preach	Minister
Mary Homrighaus	Charge the Minister	Elder
Fran Phillips-Olson	Charge the Congregation	Minister
Steve McCutchan	Lead in Worship	Minister
Dusty Fiedler	Lead in Worship	Minister
Rudy Boone	Lead in Worship	Elder
Laura Spangler	Lead in Worship	Minister
Harriet Morton	Lead in Worship	Elder
W. A. Sherrill	Lead in Worship	Elder

e. Mr. Ellis was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY REPORT
Judson Milam, Moderator

Since the April meeting of Presbytery, the Preparation for Ministry Committee held a one-day consultation with Salem's ministerial inquirers and candidates, and the Professional Development Committee sponsored an afternoon workshop on goal setting for church professionals. The majority of the Committee on Ministry work has concerned churches calls to new pastors and the supplying of preachers and moderators for recently vacated pulpits.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES:

ACTION:

The following actions of the Committee On Ministry concerning Ministers Transferring to other Presbyteries were admitted to the record of Salem Presbytery as its actions:

a. The Rev. Tyrone Burkette was transferred from Salem Presbytery to Western Reserve Presbytery so that he may accept the call of the Calvary Presbyterian Church of Cleveland, Ohio. The effective date is July 1, 1990.

b. The relationship between The Rev. Thomas Hugh Clymer and the Franklin Presbyterian Church of Salisbury, NC was dissolved, so that he may transfer to Tropical Florida Presbytery to accept the Call of the Faith Presbyterian Church of Pembroke Pines, Florida. The effective date is July 22, 1990.

c. The relationship between The Rev. Dan Durway and the Crestwood Presbyterian Church of High Point was dissolved, so that he may transfer to South Louisiana Presbytery to accept the call of the Highland Presbyterian Church of Baton Rouge, Louisiana. The effective date is August 20, 1990.

MINISTER TRANSFERRING WITHIN THE PRESBYTERY

ACTION:

The Call of the First Presbyterian Church of Greensboro to The Rev. Barbara Dua to be Associate Pastor was approved. The effective date is August 1, 1990.

Barbara is presently serving as Campus Minister at the University of North Carolina in Greensboro, NC.

a. The following Terms of Call to Ms. Dua were approved:

Salary	$44,400.00
Pension/Medical	11,100.00
Car Allowance	2,200.00
Continuing Education	1,500.00
Total	$59,000.00

Vacation time - four weeks
Study leave - two weeks

b. The following Administrative Commission was appointed to Install her as Associate Pastor of the First Presbyterian Church, Greensboro, on September 2, 1990, at 11:15 a.m.

NAME	RESPONSIBILITY	MINISTER/ELDER
Jerold D. Shetler	Preside	Minister
John M. Buchanan Presbytery of Chicago	Preach	Minister
Barbara Clawson	Installation Prayer	Elder
Dale Davidson	Pastoral Prayer	Elder
Luella Graves		Elder
John M. Handley	Propound Constitutional Questions	Minister

Zeb N. Holler	Charge to the pastor	Minister
Jeannette G. Rodenbough	Charge to congregation	Minister

ACTION:

The Call of the Yadkinville Presbyterian Church as pastor to The Rev. Ann B. Jahnes was approved. The effective date is October 1, 1990.

Ms. Jahnes is presently serving as Stated Supply to this congregation.

a. The following Terms of Call to Ms. Jahnes were approved. This Call is based on approximately two thirds time:

Salary	$10,795.70
Housing	4,000.00
Car Allowance	3,000.00
Pension/Medical	3,698.93
Continuing Education	500.00
Book Allowance	150.00
TOTAL	$22,144.63
Vacation	Four weeks
Study Leave	Four weeks

b. The following Administrative Commission was appointed to Install Ms. Jahnes as Pastor of the Yadkinville Presbyterian Church on October 14, 1990, at 11:00 a.m.

NAME	RESPONSISIBILITY	MINISTER/ELDER
Carter Shelley	Preside & Charge Congregation	Minister
Stimson Hawkins	Preach	Minister
Jean Rodenbough		Minister
A. L. McAlexander	Reading	Elder
Andrew Mackie	Questions to Congregation	Elder

STATED SUPPLY MINISTERS

ACTION:

The following actions of the Committee On Ministry concerning Stated Supply Ministers were admitted to the record of Salem Presbytery as its actions:

a. That Dr. Jack C. Ramsay was approved to continue for another year as Stated Supply of the Yanceyville Presbyterian Church. The effective beginning date is July 1, 1990.

b. That The Rev. Milton M. Foust (Mac) was approved to continue for another year as Stated Supply of the Randolph Memorial Presbyterian Church of High Point. The effective date is July 1, 1990.

ACTION:

The following action of the Committee On Ministry concerning Interim Minister Relationships was admitted to the record of Salem Presbytery as its action:

Approved the continuation of the Interim relationship between The Rev. Julia Strope and the Pittsboro Presbyterian Church for six(6) months, with the provision that a 30-day notice may be given by either party. The effective date is June 1, 1990; and that Julia, a member of New Hope Presbytery, be allowed to labor inside the bounds for this purpose.

MODERATORS APPOINTED

ACTION:

The following actions of the Committee On Ministry concerning the Appointment of Moderators were admitted to the record of Salem Presbytery as its actions:

a. The Rev. Julia Strope was appointed Moderator at the Pittsboro Presbyterian Church.

b. The Rev. David Daniel was appointed Moderator at the Franklin Presbyterian Church.

VALIDATED MINISTRY

ACTION:

The status of The Rev. Jeannette Rodenbough (Jean) was changed from that of Member at Large to that of Ordained in other valid ministry; and that her work as a Bereavement Counselor with Hospice in Greensboro was declared a valid ministry.

PULPIT SUPPLY RATES

ACTION:

Presbytery recommended the following rates for Pulpit Supplies:

$75.00	Honorarium
$50.00	Honorarium for churches with 150 members or less

Plus mileage at $.20 per mile

CHANGES IN TERMS OF CALLS

ACTIONS:

The Presbytery approved the report of changes in terms of calls. (See Appendix C, pp. 131-144.)

Presbytery received the report of ministers and churches as information. (See Appendix D, pp. 145-152.)

HURRICANE HUGO RELEF REPORT

Herb Nelson gave a report to Presbytery regarding the relief efforts that were coordinated by the St. James Presbyterian Church after Hurricane Hugo swept through the Carolinas last September.

REPORT OF SYNOD COMMISSIONERS

Elder Gladys Bailey and Ministers Barbara Dua and Tom Miller reported on the meeting of the Synod of the Mid-Atlantic which was held in Winston-Salem, June 22 - 23.

ACTION:

Presbytery asked our Council to prepare a message to Synod's Council for presentation at the next meeting of Presbytery, which calls for a dialogue among the presbyteries and with the Synod to clarify our commitments and seek ways to strengthen Salem's connections with Synod itself and our partner presbyteries in Synod.

REPORT OF SESSIONAL RECORDS COMMITTEE
Roy Carruth, Chairperson

The Sessional Records from the following churches were approved without exception:

Alamance
Asheboro, First
Back Creek
Bethesda (Statesville)
Calvary
Cleveland
Cooleemee
Covenant
Crestwood
Elkin
Elmwood
Fairmont
Forest Hills
Franklin
Greensboro, First
Greenwood
Guilford Park
Highland
Jamestown
Lansing
Lexington, First
Lloyd
Madison
Mocksville, First
Mount Airy, First
North Wilkesboro
Shallowford
St. James
St. Paul (Greensboro)
St. Paul (High Point)
Westminster (Burlington)

The Sessional Records from the following churches were approved with exception:

Allen Temple
Bethany (Statesville)
Bethel
Brentwood
Cameron
Collinstown
Community in Christ, Pres.
Cross Roads
Dellabrook
Eden, First
Fieldstone
Fifth Creek
Flat Rock
Francisco
Freedom
Grace
New Creation
Old Providence
Old Town
Parkway
Pine Ridge
Presby. Church of the Covenant
Randolph
Saint Andrews
Salisbury, First
Sparta
Speedwell
Spencer
Starmount
Tabor
Thomasville, First
Thyatira

Greensboro, First	Trinity (Burlington)
Griers	Trinity (Winston-Salem)
High Point, First	Trinity (Salisbury)
Hills	Vandalia
Lexington, Second	Westminster (Greensboro)
Memorial	Yanceyville

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

Gladys Bailey reported for the Committee in the absence of the Moderator.

The Committee has met twice since the April meeting of Presbytery. The second meeting was in connection with our Annual Consultation with inquirers and candidates, held at the Highland Presbyterian Church in Winston-Salem on June 9, 1990.

The Committee expresses its appreciation to the Highland Presbyterian Church, to Carter Shelley and John Handley of Presbytery staff, and to pastors Carlton Eversley and Jud Milam, all of whom helped consultation to be an interesting and pleasurable event. Salem Presbytery is blessed with a most promising group of candidates. Inquirers whose dedication to the tasks of preparation and whose cooperation with the Committee are calls for special gratitude to the Lord.

ACTION:

Francis Cornwell Boyd (First, Asheboro), Ron Evan Nelson (First, Mooresville), Jac Tyson Saltzgiver (First, Winston-Salem), and Benton Jefferson Trawick (Parkway, Winston-Salem), were enrolled as inquirers in accordance with the Book of Order, G-14.0131e as in convenant.

REPORT OF THE STATED CLERK
John M. Handley

It has been called to my attention that the Minutes of Salem's 2/3/90 Fifth Stated Meeting erroneously stated that The Article 13 Guidelines (Articles of Agreement -1983) presented in my report were "adopted". The actual action of Presbytery was to refer the Guidelines to the Council for their recommendation to the Sixth Stated Meeting at which time they were adopted (4/24/90).

ACTION:

The Minutes of the Fifth Stated Meeting of Salem Presbytery (2/3/90) were amended in the Stated Clerk's Report at the Recommendation concerning Article 13 by striking the word "Adopted" and inserting the words "Referred to Council for their recommendation at the Sixth Stated Meeting."

We are saddened by the death of the Reverend Mr. James W. Smith, Jr., Chaplain at the Veterans Administration Medical Center in Washington, D.C., June 24, 1990. The Rev. Smith, a member of Salem Presbytery, was a long time member of antecedent Yadkin Presbytery.

Personal interpretations and impressions of the 202nd General Assembly of the Presbyterian Church (U.S.A.) are available from our commissioners and from the Stated Clerk (as their various schedules permit). They are:

Rev. Frank M. Dew
501 S. Mendenhall St.
Greensboro, NC 27403
(o) 919/ 275-6403
(h) 919/292-7898

Rev. Ivan W. Lowery
201 Rice St.
Kannapolis, NC 27403
(o) 704/278-9389
(h) 704/938-5944

Rev. J. Herbert Nelson
820 Ross Ave.
Greensboro, NC 27406
(o) 919/273-6658
(h) 919/292-4190

Rev. Frank Allen
1126 W. Webb Ave.
Burlington, NC 27217
(o) 919/227-2787
(h) 919/227-7357

Rev. John M. Handley
P. O. Box 1763
Clemmons, NC 27012
(o) 919/ 766-3393

Mrs. Dale Davidson
403 Victoria St.
Greensboro, NC 27401
919/379-9271

Mr. N. N. Fleming, III
751 Isley Rd.
Haw River, NC 27258
(o) 919/227-1404
(h) 919/578-0984

Mrs. Jane E. Miller
914 Cliff Rd.
Asheboro, NC 27203
919/625-3603

Mrs. Barbara Fulp
P. O. Box 246
State Road, NC 28676
919/874-7145 or
919/835-3049

THE WISE BE WARNED! If you receive unsolicited computer floppy disks be cautious of them. The office has been advised that a disk has been mailed to some churches entitled, "Know Your Bible", which has a "virus" that will destroy the executable files on your C drive.

GOOD NEWS! Former Interim Staff Associate the Rev. Kay-Robert Volkwijn has accepted the call of the Synod of Mid-America as Associate Synod Executive for Synod Ministries. The emphasis is on institutions and ecumenical relations and includes work with homes for children, retired, infirm elderly, campus ministries, colleges and Louisville Seminary. His office address is:

6400 Glenwood, Suite 111
Overland Park, KS 66202
913/384-3020

STANDING COMMITTEE REPORTS

BILLS AND OVERTURES

Paul Woodall, Chairman, reported for the Committee.

ACTION:

Presbytery adopted the following resolution:

A Resolution Presented to Salem Presbytery
July 14, 1990

Whereas the Hazardous Waste Management Commission of the State of North Carolina has selected two sites, one on the border of Rowan and Iredell Counties and within the bounds of Salem Presbytery, the other being located in Granville County bordering Salem Presbytery, these sites being considered as primary sites for the erection of a hazardous waste management unit defined in 4 NCAC 18. 0203(7) and

Whereas the Hazardous Waste Management Commission of the State of North Carolina has selected these sites based only on the criteria of 4 NCAC 18. 0203 and .0204 which are criteria of geography and topology and

Whereas the Hazardous Waste Management Commission of the State of North Carolina has not considered criteria which include human or agricultural factors and

Whereas informed people of good conscience disagree as to the need for such a hazardous waste management unit in North Carolina.

Therefore, Salem Presbytery hereby expresses its opposition to the location of such a hazardous waste management unit in North Carolina and hereby urges the State of North Carolina to cease its activity towards locating a hazardous waste management unit in North Carolina and use the funds allocated for such a purpose to pursue less potentially dangerous alternatives for dealing with hazardous waste.

Submitted by the Sessions of the Old Providence (Rowan County) and Fifth Creek (Iredell County) Churches

RESOLUTIONS

Lisa Lamb, Moderator, reported for the Resolutions Committee.

ACTION:

Presbytery adopted the following resolution:

Whereas, we give thanks to Forest Hills Presbyterian Church of High Point for their gracious hospitality, for the delicious meal, and for their efficient organization that led to the conduct of the business of Salem Presbytery in a memorably way,

And whereas, our awareness of hunger was heightened by Ilunga Kalenga of Zaire, and the call of Katy Reed was affirmed as our Hunger Action Enabler,

And whereas, we were blessed by the presence and the touching words of Church Snyder, who spoke to us on the needs of the homeless but not the helpless,

And whereas, we were blessed in worship, in hearing the Word preached by Rev. Cindy Higgins and by the candidates for the Ministry of the Word, Robert Messick-Watkins and Ron Smith,

And whereas, our spirits were rejuvinated as we broke bread together and shared the common cup,

And whereas, our commissioners to the General Assembly and Synod gave us an interesting and helpful overview of their work and experience,

And whereas, the talents of moderator Ed Lewis enabled our meeting to move along in an expedient and efficient manner and to close at the appointed hour,

Therefore, be it resolved that the members of Salem Presbytery on the fourteen day of July, nineteen hundred and ninety in our mid-summer

meeting do hereby give God the praise for his many blessings to us this day for His providential care of us all.

Respectfully submitted,

Russell Sherrill
Lisa Lamb

ADJOURNMENT AND BENEDICTION

There being no further business, the Seventh Stated Meeting of Salem Presbytery was adjourned at 3:40 p.m. with prayer by S. Edwin Lewis.

Attested:

John M. Handley
Stated Clerk

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
July 14, 1990

1. Minutes of Ordination/Installation Commissions

   a. Martha Anne Fairchild, ordained 4/19/90, at First Church, Reidsville
   b. R. Page Shelton, installed 6/3/90, at Third Creek Church, Cleveland
   c. Albert D. Shaw, Jr., installed 6/10/90, at Camp Grier, Old Fort
   d. Robert Moberg Howard, ordained and installed as Associate Pastor, 6/24/90, at First Church, Statesville.

   Admit to Record

2. Concerning Call--Salem Candidate to other presbytery:

   Call Forms and request that Salem examine Robert Messick-Watkins for ordination, then transfer him to the Presbytery of Cincinnati so that he may accept the call of the First Presbyterian Church, Ludlow, Kentucky.

   Reference: Committee on Ministry

3. Concerning Call from Salem Presbytery Churches:

   a. Call Forms from Fairmont Church, Lexington, to candidate Ron Smith as Pastor effective July 15, 1990.

   b. Call Forms from First Church, Greensboro to the Rev. Barbara Dua as Associate Minister of Congregational Life and Membership effective August 1, 1990.

   c. Call Forms from Grace Church, Winston-Salem, to the Rev. Samuel Stevenson as Pastor effective September 1, 1990.

   d. Call Forms from Trinity Church, Winston-Salem, to the Rev. Stewart E. Ellis as Pastor effective July 29, 1990.

   Reference: Committee on Ministry

4. Concerning Appointment of Installation Commissions of Ministers:

   a. To install the Rev. Stewart Ellis at Trinity Church, Winston-Salem, August 26, 1990.

   b. To install the Rev. Barbara Dua at First Church, Greensboro, September 2, 1990.

5. Concerning Dismissals of Ministers being Received:

   a. The Rev. Stewart Ellis from Coastal Carolina Presbytery
   b. The Rev. Samuel Stevenson from New Hope Presbytery
   c. The Rev. Charles Fitzpatrick, Honorably Retired, from Trinity Presbytery

6. Other Matters:

   a. From Bethel Church, the Rev. Paul Woodall, Pastor, concerning consulting with Presbytery as outlined in G-14.0202(B) concerning their desire to be exempt from the provisions of G-14.0201.

RECOMMENDATION:

1. That the request of Bethel Church for consultation regarding exemption from the provisions of G-14.0201 be referred to the Council for their review and report to the Eighth Stated Meeting (10/2/90) of Salem Presbytery.

b. From the Office of the General Assembly concerning our Overture to the 202nd General Assembly regarding inclusion of "A Declaration of Faith" in The Book of Confessions.

RECOMMENDATION:

2. That the communication from the Office of the General Assembly concerning Salem's Overture regarding "A Declaration of Faith" be referred to the Council for their recommendation to the Eighth Stated Meeting (10/2/90) of Salem Presbytery.

c. Communication from the Office of the General Assembly concerning resource persons available to interpret and answer questions regarding the Brief Statement of Faith at a future Presbytery meeting.

RECOMMENDATION:

3. That the communication concerning the Brief Statement of Faith be referred to the Council for their action, if the way be clear.

7. For Information:

a. From the Church of Scotland, Presbytery of Ardrossan extracted from their minutes of 2/6/90:

MR. NORMAN BOWMAN wrote intimating the possibility of his being asked to attend Presbytery meetings of the Mid-Atlantic Synod of the Presbyterian Church (U.S.A.) during his forthcoming visit to that country. It was agreed that Mr. Bowman be asked to convey our greetings to any Presbytery he may be invited to attend.

b. Two communications from the General Assembly concerning 1990 Storm Relief and Iranian Earthquake Relief are included in the Addendum.

MINUTES OF COMMISSIONS ADMITTED TO RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain and/or install ministers.

ORDINATION OF MARTHA ANNE FAIRCHILD

The Commission according to the appointment of Salem Presbytery, met at the First Presbyterian Church of Reidsville, North Carolina, April 29, 1990, at 3:30 P.M., with Ministers Daniel Sharpe, Edwin Brammer, Carole Chase, Paula Gilbert, Richard Hilderbrandt, Elders Harvey Carroll and Helen Hooper present, and was opened with prayer by Harvey Carroll. Quorum present. Ed Brammer was appointed clerk. Daniel Sharpe presided, and Helen Hooper led the congregation in a service of worship. Rev. Ed Brammer preached a sermon entitled, "The Journey", using Exodus 3:1-12 as his text, after which Daniel Sharpe recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to the Minister. These being answered in the affirmative, Martha Anne Fairchild was ordained with prayer and the laying on of hands of the Presbytery agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Richard Hilderbrandt. The service was concluded with prayer by Daniel Sharpe.

The minutes were read and approved, and the Commission adjourned with the benediction.

ORDINATION AND INSTALLATION OF ROBERT MOBERG HOWARD AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, STATESVILLE

The Commission according to the appointment of Salem Presbytery, met at the First Presbyterian Church of Statesville, North Carolina, June 24, 1990, at 11:00 A.M., with Ministers Steve Shive, Tom Miller, Grant M. Sharp, James Snider, and Ruling Elders Paul L. Gilbert, Paul C. Meech, John Milling present, and was opened with prayer by Steve Shive. Quorum present. Steve Shive was elected Moderator and Tom Miller Clerk. Steve Shive presided and led the congregation in a service of worship. John Milling preached after which the proceedings of Presbytery leading up to this service were recited, and Steve Shive proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, Mr. Robert Moberg Howard was ordained with prayer and the laying on of hands of the Presbytery and installed as associate pastor of First Presbyterian Church of Statesville agreeably to the Word of God and the Book or Order. The charge to the Pastor was delivered by Jim Snider and to the Congregation by Paul Gilbert. The service was concluded with the benediction pronounced by the newly-installed associate pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission was closed with prayer.

INSTALLATION OF ALBERT D. SHAW, JR. AS DIRECTOR OF CAMP GRIER

The Commission, according to the appointment of Salem Presbytery, met at Camp Grier, June 10, 1990, 3:30 P.M. with Ministers Alan Elmore, Gary Bryant, Graham Watt, Ken Woodard, Pete Peery, John Handley, Guy Hunt, Caroline Gourley, Woody Brown, Joel Long, State Alexander and Ruling Elders Bill Fesperman, Ms. Pat Osborne, Fred Poetzinger, Ms. Debbie Coles, Ms. Nancy Thomason, Bill Sessler, Robert Wilson present, and was opened with prayer by Bill Sessler. Quorum present. Caroline Gourley was elected Moderator and Ken Woodard Clerk. The invocation was given by Alan Elmore and Caroline Gourley introduced the Commission. John Handley preached from Genesis 1:26-31 and Psalm 24:1-6 a sermon entitled, "God Said; That's Good!!!", after which Caroline Gourley proposed the Constitutional Questions. These being answered in the affirmative, Albert D.

Shaw, Jr. was installed as Director of Camp Grier agreeably to the Word of God and the Book of Order. The Prayer of Installation was given by State Alexander. The charge to the Minister was delivered by Guy Hunt and to the Presbyteries by Graham Watt. The service was concluded with the benediction pronounced by Albert Shaw, the newly installed Camp Director.

The minutes were read and approved, and the Commission closed with prayer.

INSTALLATION OF R. PAGE SHELTON AS PASTOR OF THE THIRD CREEK PRESBYTERIAN CHURCH, CLEVELAND

The Commission, according to the appointment of Salem Presbytery, met at Third Creek Presbyterian Church, June 3, 1990, 5 P.M., with Ministers Carter Shelley, Jamie Pharr, Bob Yoder, Edwin Pickard and Ruling Elders Joyce P. Brown, Polly Allison, Dorothy Fleming present, and was opened with prayer by Carter Shelley. Quorum present. Carter Shelley was elected Moderator, and Joyce Brown Clerk. Bob Yoder presided and led the congregation in a service of worship. Edwin Pickard preached from Acts 2:42-47; 5:1-6, after which Carter Shelley recited the proceedings of Presbytery leading up to this service, and proposed the Constitutional Questions to both the Minister and the Congregation. These being answered in the affirmative, R. Page Shelton was installed as pastor of Third Creek Presbyterian Church agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Jamie Pharr and to the Congregation by Dorothy Fleming. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Carter Shelley.

NAME: Alexander, Jr. George W.
CHURCH: Centre

	1989	1990
Salary	$18765.00	$19703.00
Social Security Equiv.	$1558.00	$1636.00
Housing Allowance		
Pension and Ins.	$9269.00	$11381.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$5350.00	$5350.00

NAME: Allen, Frank
CHURCH: Westminster, Burlington

	1989	1990
Salary	$21300.00	$23520.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$5320.00	$6807.50
Furn. & Utilities Allow.		
Continuing Ed./Books	$600.00	$600.00
Automobile Allowance	$3000.00	$3000.00

NAME: Askew, Sr., Michael
CHURCH: Reid Memorial

	1989	1990
Salary	$15000.00	$15000.00
Social Security Equiv.		
Housing Allowance	$3000.00	$3000.00
Pension and Ins.	$4416.00	$4800.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$475.00	$475.00
Automobile Allowance	$2000.00	$2000.00

NAME: Bell, John W.
CHURCH: Samaritan Ministries

	1989	1990
Salary	$12000.00	$18000.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	Medical Ins. Pd	Medical Ins.Pd
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance		

NAME: Black, J. William
CHURCH: Pine Ridge & Hills

	1989	1990
Salary	$18204.00	$18204.00
Social Security Equiv.	$1542.00	$1542.00
Housing Allowance	$5924.00	$5924.00
Pension and Ins.	$5904.00	$5904.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2100.00	$2100.00

NAME: Bledsoe, Jesse W.
CHURCH: Pilot Mountain First

	1989	1990
Salary		$20205.00
Social Security Equiv.		$2009.39
Housing Allowance		
Pension and Ins.		$7219.68
Furn. & Utilities Allow.		
Continuing Ed./Books		$750.00
Automobile Allowance		$2250.00

NAME: Blessing, Linda
CHURCH: Flat Rock

	1989	1990
Salary	$17174.00	$17174.00
Social Security Equiv.	$1453.00	$1453.00
Housing Allowance		
Pension and Ins.	$5570.00	$5570.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$1250.00	$1250.00

NAME: BOYD, L. Adlai
CHURCH: Univ. of South Florida

	1989	1990
Salary	$53219.00	$55434.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	State Plan	State Plan
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance	.20/mile	.20/mile

NAME: Brammer, Jr., Edwin C.
CHURCH: First, Reidsville

	1989	1990
Salary	$20055.00	$20957.00
Social Security Equiv.	$1817.00	$2377.00
Housing Allowance	$10200.00	$10200.00
Pension and Ins.	$7442.00	$7766.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$850.00
Automobile Allowance	$2400.00	$2400.00

NAME: Bryant, Robert A.
CHURCH: Cross Roads

	1989	1990
Salary	$16000.00	$16000.00
Social Security Equiv.	$1042.00	$1042.00
Housing Allowance	$3200.00	$5200.00
Pension and Ins.		$5700.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$600.00	$600.00
Automobile Allowance	$1920.00	$1920.00

NAME: Bullock, Malcolm McLeod
CHURCH: Thyatira

	1989	1990
Salary	$21700.00	$21700.00
Social Security Equiv.	$1836.00	$2158.00
Housing Allowance		
Pension and Ins.	$8237.00	$8954.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1900.00	$1900.00
Automobile Allowance	$3000.00	$3000.00

NAME: Carmines, Dr. William
CHURCH: Siler City

	1989	1990
Salary	$16500.00	$20000.00
Social Security Equiv.	$1075.00	$1302.00
Housing Allowance		
Pension and Ins.	$5054.00	$6620.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$2400.00	$2400.00

NAME: Carter, Charles R.
CHURCH: Forest Hills

	1989	1990
Salary	$32834.00	$33983.00
Social Security Equiv.	$6250.00	$7711.00
Housing Allowance		
Pension and Ins.	$12763.00	$14721.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$300.00	$300.00
Automobile Allowance	$3300.00	$3300.00

NAME: Clark, M. Gray
CHURCH: Fellowship

	1989	1990
Salary	$17840.00	$17840.00
Social Security Equiv.		
Housing Allowance	$17840.00	$17840.00
Pension and Ins.		
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$4000.00	$4000.00

NAME: Click, Mary Boyd
CHURCH: El Bethel

	1989	1990
Salary	$10000.00	$11025.00
Social Security Equiv.	$1042.00	$1348.00
Housing Allowance	$6000.00	$6600.00
Pension and Ins.	$3920.00	$4743.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1700.00	$100.00
Automobile Allowance	$2450.00	$2450.00

NAME: Clymer, Thomas H.
CHURCH: Franklin

	1989	1990
Salary	$18605.00	$18605.00
Social Security Equiv.	$1602.00	$1602.00
Housing Allowance	$6062.00	$6062.00
Pension and Ins.	$6042.00	$6568.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2500.00	$2500.00

NAME: Coates, Frederick A. H.
CHURCH: First

	1989	1990
Salary	$23760.00	$25000.00
Social Security Equiv.	$1547.00	$1627.00
Housing Allowance	$6850.00	$8000.00
Pension and Ins.	$7566.00	$8653.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$3450.00	$3450.00

NAME: Coblentz, John Alexander
CHURCH: Back Creek

	1989	1990
Salary	$21800.00	$23000.00
Social Security Equiv.	$1845.00	$2330.00
Housing Allowance		
Pension and Ins.	$7070.00	$8196.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$2500.00	$2500.00

NAME: Daniel, David
CHURCH: Bixby

	1989	1990
Salary	$19205.00	$20365.25
Social Security Equiv.	$1625.32	$1723.51
Housing Allowance		
Pension and Ins.	$6228.27	$6604.54
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2250.00	$2250.00

NAME: Dean, Robert F.
CHURCH: Old Town

	1989	1990
Salary	$22000.00	$22000.00
Social Security Equiv.	$2018.00	$2372.00
Housing Allowance	$7200.00	(new manse)
Pension and Ins.	$7594.00	$8343.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2250.00	$2250.00

NAME: Dew, Frank
CHURCH: New Creation Community

	1989	1990
Salary	$21000.00	$26400.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$5040.00	$6072.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$600.00	$600.00
Automobile Allowance		

NAME: Dumford, Carl
CHURCH: Taylorsville

	1989	1990
Salary	$25500.00	$28150.00
Social Security Equiv.	$1950.00	$1920.00
Housing Allowance		
Pension and Ins.	$6500.00	$7163.00
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance	$3500.00	$4000.00

NAME: Durway, Daniel L.
CHURCH: Crestwood

	1989	1990
Salary	$16510.00	$17160.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$5964.00	$6600.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$.21/mile	$.21/mile

NAME: East, Chris
CHURCH: Buffalo

	1989	1990
Salary	$21199.00	$22260.00
Social Security Equiv.		
Housing Allowance	$9175.00	$9600.00
Pension and Ins.	23%	25%
Furn. & Utilities Allow.		
Continuing Ed./Books	$1000.00	$1000.00
Automobile Allowance		

NAME: Eliason, John
CHURCH: Piedmont

	1989	1990
Salary	$18414.00	$19412.00
Social Security Equiv.		
Housing Allowance	$12365.00	$13106.00
Pension and Ins.	$3759.00	$4322.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$3500.00	$2500.00

NAME: Eller, James W.
CHURCH: Alamance

	1989	1990
Salary	$22600.00	$22600.00
Social Security Equiv.	$2570.00	$2570.00
Housing Allowance	$11000.00	$11000.00
Pension and Ins.	$9363.00	$9363.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$900.00	$900.00
Automobile Allowance	$1800.00	$1800.00

NAME: Faw,Jr., T. McLean
CHURCH: Memorial

	1989	1990
Salary	$15606.00	$15606.00
Social Security Equiv.	$1446.00	$1446.00
Housing Allowance	$6600.00	$6600.00
Pension and Ins.	$4730.00	$4730.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	110/mo.	110/mo.

NAME: Fiedler, Robert A.
CHURCH: Clemmons

	1989	1990
Salary	$12350.00	$12350.00
Social Security Equiv.	$1099.86	$1331.10
Housing Allowance	$4545.00	$5050.00
Pension and Ins.	$4138.59	$4682.78
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$1000.00	$1000.00

NAME: Freeman, Robert O.
CHURCH: Second

	1989	1990
Salary	$17180.00	$18039.00
Social Security Equiv.	$1710.00	$2151.00
Housing Allowance	$9600.00	$10080.00
Pension and Ins.	$6553.00	$7568.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$1200.00	$1200.00

NAME: Fuller, Harold E.
CHURCH: Parkway

	1989	1990
Salary	$25150.00	$25104.00
Social Security Equiv.	$2358.00	$2358.00
Housing Allowance	$12075.00	$12552.00
Pension and Ins.	$8874.00	$10003.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$3200.00	$3200.00

NAME: Grant, Jr., James H.
CHURCH: First

	1989	1990
Salary	$26738.00	$27941.00
Social Security Equiv.		
Housing Allowance	$13703.00	$14320.00
Pension and Ins.	$12400.00	$12958.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$600.00	$600.00
Automobile Allowance	furnished	furnished

NAME: Gray, Lucius A.
CHURCH: Alamance

	1989	1990
Salary	$31211.25	$31972.50
Social Security Equiv.	$2810.68	$3378.57
Housing Allowance	$2000.00	$2000.00
Pension and Ins.	$10770.61	$12139.10
Furn. & Utilities Allow.		
Continuing Ed./Books	$1050.00	$1050.00
Automobile Allowance	22.5/mile	22.5/mile

NAME: Henderson, James
CHURCH: Calvary

	1989	1990
Salary	$15700.00	$16000.00
Social Security Equiv.	$1300.00	$1497.00
Housing Allowance	$4500.00	$4500.00
Pension and Ins.	$4850.00	$5125.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$400.00	$500.00
Automobile Allowance	$1477.00	$2250.00

NAME: Henry, David Lee
CHURCH: Unity

	1989	1990
Salary	$22000.00	$23000.00
Social Security Equiv.	$1861.86	$2287.35
Housing Allowance		
Pension and Ins.	$7134.69	$8046.83
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$3900.00	$3900.00

NAME: Higgins, Cynthia R.
CHURCH: Starmount

	1989	1990
Salary	$14480.00	$16670.00
Social Security Equiv.		
Housing Allowance	$12670.00	$14390.00
Pension and Ins.	$6345.00	$7765.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$2400.00	$2520.00

NAME: Hobson, Jr., J. Samuel
CHURCH: St. Paul

	1989	1990
Salary	$21458.00	$21458.00
Social Security Equiv.	$2178.00	$2560.00
Housing Allowance	$12000.00	$12000.00
Pension and Ins.	$819600.00	$900500.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$3000.00	$3000.00

NAME: Holler, Z. N.
CHURCH: Presby. Church of the Covenant

	1989	1990
Salary	$21036.00	
Social Security Equiv.	$2602.00	
Housing Allowance	$13612.00	
Pension and Ins.	$8940.00	
Furn. & Utilities Allow.		
Continuing Ed./Books	$1200.00	
Automobile Allowance	$3000.00	

NAME: Horner, Fred R.
CHURCH: First

	1989	1990
Salary	$22600.00	$31800.00
Social Security Equiv.	$2576.00	
Housing Allowance	$14400.00	$21200.00
Pension and Ins.	$9591.00	$13250.00
Furn. & Utilities Allow.	$9591.00	$13250.00
Continuing Ed./Books	$700.00	$1500.00
Automobile Allowance	$4700.00	$2000.00

NAME: Howard , Linn W.Rus
CHURCH: Vandalia

	1989	1990
Salary	$21640.00	$22938.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$7837.00	$8684.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1630.00	$1900.00
Automobile Allowance	$3300.00	$3600.00

NAME: Jahnes, Ann Brownlee
CHURCH: Yadkinville

	1989	1990
Salary	$12000.00	$12000.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$1350.00	$1350.00
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance		

NAME: Johnston, William S.
CHURCH: Southminister

	1989	1990
Salary	$3850.00	$1850.00
Social Security Equiv.	$698.00	$698.00
Housing Allowance	$7800.00	$5996.00
Pension and Ins.	$3000.00	$2000.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$800.00	$800.00
Automobile Allowance	$1050.00	$1050.00

NAME: Kort, Phyllis H.
CHURCH: First, Burlington

	1989	1990
Salary	$16458.00	$17669.00
Social Security Equiv.	$1932.00	$2208.00
Housing Allowance	$10972.00	$11779.00
Pension and Ins.	$6309.00	$7362.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$2400.00	$2400.00

NAME: Lee, Robert Eugene
CHURCH: Faith Presbyterian

	1989	1990
Salary	$27720.00	$29110.00
Social Security Equiv.	$1157.76	$1925.00
Housing Allowance	$12360.00	$14551.00
Pension and Ins.	$2594.05	$3875.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1140.00	$1140.00
Automobile Allowance	$2000.00	$2000.00

NAME: Long, III, David A.
CHURCH: First, Boone

	1989	1990
Salary	$20000.00	$20000.00
Social Security Equiv.		
Housing Allowance	$8000.00	$8000.00
Pension and Ins.	$6513.00	$6600.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$2400.00	$2400.00

NAME: Marrow, Jack R. Chaplain
CHURCH: Dept.of Veteran's Affairs Med. Ctr.

	1989	1990
Salary	$38000.00	$41000.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.		
Furn. & Utilities Allow.		
Continuing Ed./Books	no limit	no limit
Automobile Allowance	no limit	no limit

NAME: Matthews, Robert M.
CHURCH: Fieldstone

	1989	1990
Salary	$22320.00	$23468.00
Social Security Equiv.	$1948.00	$2078.00
Housing Allowance		
Pension and Ins.	$7466.00	$8488.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2600.00	$2600.00

NAME: McCutchan, Stephen P.
CHURCH: Highland

	1989	1990
Salary	$36300.00	$38478.00
Social Security Equiv.	$2726.00	$2885.00
Housing Allowance	$12200.00	$12932.00
Pension and Ins.	$11155.00	
Furn. & Utilities Allow.		
Continuing Ed./Books	$1350.00	$1350.00
Automobile Allowance	$3600.00	$3600.00

NAME: Miller, E. Thomas
CHURCH: Forest Park

	1989	1990
Salary	$11623.00	$23528.00
Social Security Equiv.	$1915.00	$2340.00
Housing Allowance		
Pension and Ins.	$8352.00	$8802.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$3600.00	$3600.00

NAME: Miller, James F.
CHURCH: Presby. Church of the Cross

	1989	1990
Salary	$17210.00	$17920.00
Social Security Equiv.	$1700.00	$1700.00
Housing Allowance	$3900.00	$3900.00
Pension and Ins.	$6747.00	$7175.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$200.00	$200.00
Automobile Allowance	$3365.00	$3365.00

NAME: Morrison, Allen E.
CHURCH: Asbury

	1989	1990
Salary		
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$6553.00	$7123.00
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance		

NAME: Mullen, Lisa
CHURCH: First, High Point

	1989	1990
Salary	$14000.00	$14000.00
Social Security Equiv.	$1050.00	$1050.00
Housing Allowance	$1400.00	$14000.00
Pension and Ins.	$7000.00	$7000.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$800.00	$800.00
Automobile Allowance	$2750.00	$2750.00

NAME: Nash, David W.
CHURCH: Stony Creek

	1989	1990
Salary	$19000.00	$19000.00
Social Security Equiv.	$9500.00	$9500.00
Housing Allowance		
Pension and Ins.		
Furn. & Utilities Allow.		
Continuing Ed./Books	$1000.00	$1000.00
Automobile Allowance	$2500.00	$2500.00

NAME: Newell, Keith
CHURCH: Danbury Community

	1989	1990
Salary	$11304.00	$11982.00
Social Security Equiv.	$904.00	$1797.00
Housing Allowance		
Pension and Ins.	$1560.00	$2148.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$375.00	$375.00
Automobile Allowance	$1200.00	$1200.00

NAME: Partington, David C.
CHURCH: Shallowford

	1989	1990
Salary	$23515.00	$22315.00
Social Security Equiv.	$2216.00	$2216.00
Housing Allowance		
Pension and Ins.	$9148.00	$9748.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1000.00	$1200.00
Automobile Allowance	$2000.00	$2000.00

NAME: Patterson, S. Curtis
CHURCH: First, Thomasville

	1989	1990
Salary	$17900.00	$18800.00
Social Security Equiv.		
Housing Allowance	$9000.00	$9450.00
Pension and Ins.	$6960.00	$7063.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$800.00
Automobile Allowance	$1600.00	$1600.00

NAME: Plexico, A. B.
CHURCH: Hawfields

	1989	1990
Salary	$22250.00	$25000.00
Social Security Equiv.	$1625.00	$1825.00
Housing Allowance		
Pension and Ins.	$8575.00	$9882.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$750.00
Automobile Allowance	$5200.00	$700.00

NAME: Reed, Catherine
CHURCH: HAE (Interim-Salem Presby.)

	1989	1990
Salary	$6590.00	
Social Security Equiv.		
Housing Allowance	$4394.00	
Pension and Ins.	$2388.00	
Furn. & Utilities Allow.		
Continuing Ed./Books	$400.00	
Automobile Allowance	$1800.00	

NAME: Richardson, Leland
CHURCH: First, Mocksville

	1989	1990
Salary		$29320.00
Social Security Equiv.		$2915.87
Housing Allowance		$8796.00
Pension and Ins.		$10476.65
Furn. & Utilities Allow.		
Continuing Ed./Books		$788.00
Automobile Allowance		$6395.00

NAME: Ridolfi, Paul N.
CHURCH: First, Mount Airy

	1989	1990
Salary	$21500.00	$21500.00
Social Security Equiv.	$2500.00	$3000.00
Housing Allowance	$12500.00	$14190.00
Pension and Ins.	$8395.00	$9673.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1100.00	$1100.00
Automobile Allowance	$3600.00	$3600.00

NAME: Rissmiller, James M.
CHURCH: Community in Christ

	1989	1990
Salary	$36400.00	$38000.00
Social Security Equiv.		
Housing Allowance	up to 40%	up to 40%
Pension and Ins.	included	included
Furn. & Utilities Allow.		
Continuing Ed./Books	$800.00	$800.00
Automobile Allowance	$3880.00	$4000.00

NAME: Ryoo, Paul S.
CHURCH: Korean First

	1989	1990
Salary	$17250.00	$17700.00
Social Security Equiv.		
Housing Allowance	$8580.00	$8820.00
Pension and Ins.	$5940.00	$6458.00
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance	$4158.00	$4620.00

NAME: Sebesan, Dennis J.
CHURCH: Jamestown

	1989	1990
Salary	$37224.00	$37224.00
Social Security Equiv.	$4847.00	$4847.00
Housing Allowance		up to 50%
Pension and Ins.	$9119.00	$9119.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1560.00	$1560.00
Automobile Allowance	$2250.00	$2250.00

NAME: Sharpe, Danny M.
CHURCH: Greenwood

	1989	1990
Salary	$17000.00	$17000.00
Social Security Equiv.	$1439.00	$1561.00
Housing Allowance		
Pension and Ins.	$5513.00	$6033.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$.21/mile	$.21/mile

NAME: Shive, Stephen A.
CHURCH: Oakland

	1989	1990
Salary	$12698.00	$13448.00
Social Security Equiv.		
Housing Allowance	$10273.00	$10273.00
Pension and Ins.	$5502.00	$5743.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1750.00	$1750.00
Automobile Allowance	$2250.00	$2250.00

NAME: Snipes, Steve
CHURCH: North Wilkesboro

	1989	1990
Salary	$18205.00	$18205.00
Social Security Equiv.	$770.52	$770.52
Housing Allowance	$5924.00	$6527.00
Pension and Ins.	$5747.04	$6905.36
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2100.00	$2100.00

NAME: Sosebee, Billy F.
CHURCH: Second Presbyterian

	1989	1990
Salary	$20205.00	$21115.00
Social Security Equiv.	$1710.00	$2100.00
Housing Allowance		
Pension and Ins.	$6553.00	$7545.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$3040.00	$3040.00

NAME: Spangler, Laura
CHURCH: Graham

	1989	1990
Salary	$13104.00	$13104.00
Social Security Equiv.	$1735.00	$1735.00
Housing Allowance	$10000.00	$10000.00
Pension and Ins.	$5713.00	$5713.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$1800.00	$1800.00

NAME: Spears, Joe
CHURCH: Mount Tabor

	1989	1990
Salary	$16000.00	$16000.00
Social Security Equiv.		
Housing Allowance	$4350.00	$4350.00
Pension and Ins.	$450.00	$450.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$200.00	$250.00
Automobile Allowance	$4100.00	$4100.00

NAME: Steele, Jr., Rollin M.
CHURCH: Springwood

	1989	1990
Salary	$17000.00	$17000.00
Social Security Equiv.		
Housing Allowance	$5620.00	$5620.00
Pension and Ins.		
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$4000.00	$4500.00

NAME: Truitt, Jr., John G.
CHURCH: Graham

	1989	1990
Salary	$15000.00	unemployed
Social Security Equiv.		
Housing Allowance	$10000.00	
Pension and Ins.	$5748.00	
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance	$3000.00	

NAME: Varker, William Dickson
CHURCH: Westminster, Greensboro

	1989	1990
Salary	$23500.00	$24675.00
Social Security Equiv.		
Housing Allowance	$10000.00	$10500.00
Pension and Ins.	$8921.60	
Furn. & Utilities Allow.		
Continuing Ed./Books	$200.00	$200.00
Automobile Allowance	$3850.00	$4043.00

NAME: Voth, Stan
CHURCH: First, Winston-Salem

	1989	1990
Salary	$27560.00	$27560.00
Social Security Equiv.	$2575.00	$2575.00
Housing Allowance	$12000.00	$12000.00
Pension and Ins.	$9099.00	$9890.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$3850.00	$3850.00

NAME: Ward, Jr., W. Russell
CHURCH: First, Asheboro

	1989	1990
Salary	$24000.00	$24960.00
Social Security Equiv.	$2395.00	$2457.00
Housing Allowance	$12781.00	$12781.00
Pension and Ins.	$8819.00	$9435.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$800.00	$800.00
Automobile Allowance	$.21/mile	$.21/mile

NAME: Ward, Rockwell P. (Campus Minister)
CHURCH: Appalachian State University

	1989	1990
Salary	$17200.00	$18146.00
Social Security Equiv.	$1866.00	$2011.00
Housing Allowance	$11466.00	$12097.00
Pension and Ins.	$7022.00	$8064.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance		

NAME: Wilkerson, Jr., John A.
CHURCH: John Calvin

	1989	1990
Salary	$22200.00	$23200.00
Social Security Equiv.	$1879.00	$1964.00
Housing Allowance		
Pension and Ins.	$7200.00	$7524.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1000.00	$1000.00
Automobile Allowance	$3500.00	$3500.00

NAME: Williams, Charles
CHURCH: First, Burlington

	1989	1990
Salary	$25310.00	$28493.00
Social Security Equiv.	$3204.00	$3561.00
Housing Allowance	$20134.00	$18996.00
Pension and Ins.	$10452.00	$11872.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$1500.00	$1500.00
Automobile Allowance	$4982.00	$4982.00

NAME: Wilson, Jr., James K.
CHURCH: Sedgefield

	1989	1990
Salary	$24650.00	$25636.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$9438.00	$10505.00
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance		

NAME: Woodall, Jr., Paul D.
CHURCH: Bethel

	1989	1990
Salary	$21950.00	$22100.00
Social Security Equiv.		
Housing Allowance	$2100.00	$3000.00
Pension and Ins.	$7621.00	$8192.00
Furn. & Utilities Allow.		
Continuing Ed./Books	$500.00	$500.00
Automobile Allowance	$2500.00	$2500.00

NAME: Wrenn, Jr., William J.
CHURCH: Brentwood

	1989	1990
Salary	$18000.00	$19000.00
Social Security Equiv.		
Housing Allowance		
Pension and Ins.	$4335.00	$4915.00
Furn. & Utilities Allow.		
Continuing Ed./Books		
Automobile Allowance	$2700.00	$2850.00

NAME: Yoder, Robert Lyman
CHURCH: Bethesda

	1989	1990
Salary	$20205.00	$21013.20
Social Security Equiv.	$1710.00	$1816.59
Housing Allowance		
Pension and Ins.	$6553.00	$7419.68
Furn. & Utilities Allow.		
Continuing Ed./Books	$750.00	$750.00
Automobile Allowance	$2400.00	$2400.00

Last Name	First Name	Church Name	Occupation
AIKEN, JR.	WYATT	Mebane Presbyterian Church	Pastor
ALEXANDER	ALONZA M.		Honorably Retired
ALEXANDER JR.	GEORGE W.	Centre Presbyterian Church	Pastor
ALLEN	JAMES H.	Vice Chencellor, UNC-G	Ordained, in other work
ALLEN	FRANK J.	Westminster Presbyterian Church	Pastor
ANDERSON	MARTHA LOU	Retired	Church Educator
ANDERSON	TOM BAINE		Honorably Retired
ASKEW SR	MICHAEL EUGENE	Reid Memorial Presbyterian	Pastor
AVENT	LAWRENCE W.	Parish Associate, Greensboro First	Honorably Retired
AYERS	J. LAWRENCE		Honorably Retired
BAGNAL, JR.	THOMAS B.	VP Human Resources, Renfro, Tabor Presby Interim	Ordained, in other work
BANBURY	JAMES HENRY	Highland Presbyterian Church	Associate Pastor
BARKER	JONATHAN C.	Presbyterian Counseling Cntr.	Ordained, in other work
BELL	JOHN WARREN	Samaritan Ministries	Ordained, in other work
BLACK	J. WILLIAM	Hills & Pine Ridge Presby Churches	Pastor
BLEDSOE	JESSE WADE	Pilot Mountain First Presby Church	Pastor
BLESSING	LINDA	Flat Rock Presbyterian Church	Pastor
BODKIN	LINDA	Community in Christ, Presbyterian	Church Educator
BOYD	LOWE ADLAI	Chair/Child & Family Ser, Univ. S. Florida	Ordained, in other work
BRADFORD	ERNEST		Ordained, in other work
BRAMMER JR.	EDWIN C.	Reidsville First Presbyterian Church	Pastor
BRANNON	WARREN CLOUD	Shiloh , Burlington	Pastor
BRAXTON	SAMMIE DANIEL	High Point First Presbyterian Church	Church Educator
BREARLEY	JOHN CECIL	Elkin Presbyterian Church	Pastor
BROWN	WILLIAM		Honorably Retired
BROWN	CHARLES LYNNWOOD		Honorably Retired
BRYANT	ROBERT A.	Cross Roads Presbyterian Church	Pastor
BULLOCK	MALCOLM MCLEOD	Thyatira Presbyterian Church	Pastor
BURR	DAVID H.		Honorably Retired
BUTTON	ROBERT E.	Tentmaker/Dogwood Acres & Whispering Pines	Ordained, in other work
CALHOUN	GEORGE		Honorably Retired
CALLIS	CECIL C.		Honorably Retired
CARMINES	WILLIAM DAVID	Siler City Presbyterian Church	Pastor
CARPENTER	KATHERINE LEIGH	New Creation Community	Church Educator
CARPENTER	GEORGE COOPER	Medical Benevolence Foundation	Ordained, in other work
CARTER	CHARLES R.	Forest Hills Presbyterian Church	Pastor
CHAPPELL	WILLIAM H.		Ordained, in other work
CHASE	CAROLE FREDERICA	Professor of Religion, Elon College	Ordained, in other work

Last Name	First Name	Church Name	Occupation
CHASE	DONNA SMITH	Alamance Presbyterian Church	Church Educator
CHASE	WILLIAM NORMAN	Alamance Presbyterian Church	Church Educator
CHILDS	ROBERT R.		Ordained, in other work
CLARK	MALCOLM GRAY	Fellowship Presbyterian Church	Pastor
CLICK	MARY BOYD	El Bethel Presbyterian Church	Pastor
CLICK	S. JAY	Eden First Presbyterian Church	Pastor
COATES	FREDERICK ALVIN	Mooresville First	Associate Pastor
COBLENTZ	JOHN ALEXANDER	Back Creek Presbyterian Church	Pastor
COLQUITT	LLEWELLYN B.		Honorably Retired
COOK	CLYDE THOMAS	Greensboro First Presbyterian Church	Associate Pastor
COOPER	WATT MARTIN		Honorably Retired
COX	ANGELA	Boone First Presbyterian Church	Church Educator
CULLER	HERBERT HAMPTON		Honorably Retired
CURRIE	WILLIAM MURPHY		Honorably Retired
DANCY	KERMIT WILSON	Mt. Jefferson Presbyterian Church	Pastor
DANIEL	DAVID THOMAS	Bixby Presbyterian Church	Pastor
DAVISON	FRANK A.		Ordained, in other work
DEAL, PH.D.	MAX EUGENE	Kernersville First, Interim	Ordained, in other work
DEAN	ROBERT FLOYD	Old Town Presbyterian Church	Pastor
DEW	FRANKLIN MCLEOD	New Creation Community Presby Church	Pastor
DICK	F. MARION		Honorably Retired
DICKENS	JAMES A.	Logan Presbyterian Church	Pastor
DIXON	C. WAYNE		Honorably Retired
DOBYNS	MARY SUSAN	Pastoral Counseling	Ordained, in other work
DUA	BARBARA E.	Greensboro First	Associate Pastor
DUMFORD	CARL WILLARD	Taylorsville Presbyterian Church	Pastor
EAST	CHRISTOPHER FRANK	Buffalo Presbyterian Church	Pastor
EDWARDS	EVELYN COPELAN	Greensboro First Presbyterian	Church Educator
ELIASON	JOHN EVERETT	Piedmont Presbyterian Church	Pastor
ELLER	JAMES W.	Alamance Presbyterian Church	Associate Pastor
ELLINGTON	ELIZABETH ANN Y.	Greensboro First Presbyterian Church	Church Educator
ELLIS	STEWART E.	Trinity Presby. (W-S)	Pastor
EVANS III	ROBERT C.	North Wilkesboro Presbyterian Church	Pastor
EVERSLEY	CARLTON A. G.	Dellabrook Presbyterian Church	Pastor
FAW JR.	THOMAS MCLEAN	Memorial Presbyterian Church	Pastor
FIEDLER	ROBERT A.	Clemmons Presbyterian Church	Pastor

Last Name	First Name	Church Name	Occupation
FIEDLER	DUSTY KENYON	Clemmons Presbyterian Church	Pastor
FISHER	ROSCOE BROWN		Honorably Retired
FLORA	JOSEPH WILSON		Honorably Retired
FORBIS	ROBERT LEE		Honorably Retired
FOSTER JR	WILLIAM HAGUE	Whitewright First, Stated Supply	Honorably Retired
FOUST	MILTON M.	Stated Supply, Randolph	Honorably Retired
FRAZIER	JAMES TAYLOR	Sparta Presbyterian Church	Pastor
FREEMAN	ELIJAH	St. Paul Presbyterian Church, High Point	Pastor
FREEMAN	LARRY WAYNE	Exec Director,The Cup of Water, Inc.	Ordained, in other work
FREEMAN	ROBERT ORR	Salisbury Second	Pastor
FUDGE	SAMUEL ROYAL		Honorably Retired
FULLER	HAROLD E.	Parkway Presbyterian Church	Pastor
FUSSELL	TEMPE	Minister-at-large	Ordained, in other work
GARRISON	JOSEPH MARION	Parish Associate, Greensboro First	Honorably Retired
GEHMAN	PHILIP R.		Ordained, in other work
GEORGE	SHERRON K.	Teacher in Brazil	Ordained, in other work
GIBBS	REAGAN P.	Collinstown/Francisco	Pastor
GILBERT	HARRIET S.	Statesville First Church	Church Educator
GILLESPIE	CARTER B.	Substance Abuse Counselor	Ordained, in other work
GIRARD	SCOTT C.	Elmwood, Stated Supply	Ordained, in other work
GRANT JR.	JAMES HENRY	Lexington First	Pastor
GRAY	LUCIUS ARDREY	Alamance Presbyterian Church	Pastor
HALL	JACQUELYN DAVIS	North Wilkesboro (Retired)	Church Educator
HAN	HEWON	Associate Presbyter for Congregational Life	Ordained, in other work
HANDLEY	JOHN MCNEEL	Executive Presbyter	Ordained, in other work
HAWKINS	J. STIMSON	Clinical Pastoral Counseling	Ordained, in other work
HAYES	WILLIAM CALVIN	Smyrna / Wentworth Presbyterian	Pastor
HELM	DEWITT FREDERICK		Honorably Retired
HENDERSON	JAMES	Calvary Presbyterian Church	Pastor
HENRY	DAVID LEE	Unity Presbyterian Church, Woodleaf	Pastor
HERRON	ROBERT W.	Director/Presby Counseling Cntr.	Ordained, in other work
HEWLETT	EVERETT AUGUSTUS	Booneville First Presbyterian Church, Supply	Honorably Retired/Volunteer Pastor
HIGGINS	CYNTHIA ROSSER	Starmount Presbyterian Church	Associate Pastor
HOBSON JR.	J. SAMUEL	St. Paul Presbyterian Church, Greensboro	Pastor
HOLLER	ZEB NORTH	Presbyterian Church of the Covenant	Pastor
HOLT	CLAIRE DAVIS	Greensboro First Presbyterian Church	Church Educator
HORNER	FREDRICK	Greensboro First	Associate Pastor (Senior)
HOWARD	RUS LINN W.	Vandalia Presbyterian Church	Pastor

Last Name	First Name	Church Name	Occupation
HOWARD	ROBERT M.	Statesville First Presbyterian Church	Associate Pastor
HULL	JOANNE RUTH	Guilford Park Presbyterian Church	Associate Pastor
HUNDLEY	STEPHEN A.	Prospect Presbyterian Church	Pastor
HUNT JR.	GUY WILLIAM	Wilkesboro/Beulah Presbyterian	Pastor
HUNTER	GEORGE	Trinity United Presbyterian Church	Pastor
JAHNES	ANN B.	Yadkinville, Stated Supply	Ordained, in other work
JAHNES	ANN B.	Yadkinville, Stated Supply	Ordained, in other work
JAMERSON	RUFUS FRANCIS		Honorably Retired
JAMES	LORETTA GORDON	Min of Music, Starmount	Ordained, in other work
JEFFORDS	ROBERT S.	Covenant Presbyterian Church	Pastor
JOHNSON	JOHN S.		Honorably Retired
JOHNSON	JOHN WITHERSPOON	Burlington First Presbyterian Church	Church Educator
JOHNSON JR.	W. STACY	PHD studies/Harvard	Ordained, in other work
JOHNSTON	WILLIAM S.	Southminster Presbyterian Church	Pastor
KEATING	HENRY JAMES	First Presbyterian Church, W-S	Associate Pastor
KEATING	GWLADYS EVANS	Winston-Salem First Presbyterian	Church Educator
KIMMEL JR.	LEWIS CLARK	US Navy Chaplain	Ordained, in other work
KING	WALTER WILLIAM	Mechanical Engineer	Ordained, in other work
KING	HARDIN ALEXANDER		Honorably Retired
KIRKLAND	BENJAMIN		Ordained, in other work
KNOX	WILLIAM ROBERT		Honorably Retired
KORT	PHYLLIS M. H.	Burlington First Presbyterian Church	Associate Pastor
LAKE	JULIAN		Honorably Retired
LAMB	ELIZABETH LYLE	Asheboro First	Associate Pastor
LANNON	DONALD E.	Guilford Park Presbyterian Church	Pastor
LEE	ROBERT EUGENE	Faith Presbyterian Church	Pastor
LEE-ANDREWS	DAVID T.	Concord Presbyterian Church	Pastor
LEE-ANDREWS	REBEKAH E.	Concord Presbyterian Church	Church Educator
LEWIS	ROBERT MILTON	First Presbyterian Church, Salisbury	Pastor
LEWIS	S. EDWIN	Mooresville First	Pastor
LINDSAY	PAUL		Ordained, in other work
LINGER	RUTH	Forest Hills	Church Educator
LONG	LAURA C.		Ordained, in other work
LONG	WILLIAM FIFE		Honorably Retired
LONG	Z. BRADFORD	Presbyterian & Reformed Renewal Ministries	Ordained, in other work
LONG III	DAVID ALLISON	Boone First Presbyterian Church	Pastor
LOVELADY	JONATHAN W.	Pine Hall/Sandy Ridge Presbyterian	Pastor
LOWERY	IVAN W.	Mount Vernon,Woodleaf;Mocksville Second;Cameron	Pastor

Last Name	First Name	Church Name	Occupation
LUKE	JOHN W.		Honorably Retired
MACAULAY	WILKES		Honorably Retired
MARROW	J. ROGER	VA Hospital	Ordained, in other work
MARTIN	STEVE A.		Ordained, in other work
MATTHEWS	ROBERT MOORE	Fieldstone Presbyterian Church	Pastor
MAULDIN	JAMES MARTIN		Ordained, in other work
MC ALPINE III	JOHN R.		Honorably Retired
MC CASKILL	IDA KATHERINE	Highland Presbyterian Church	Church Educator
MC CLELLAN	CATHY JEAN	Greensboro First	Church Educator
MC CUTCHAN	STEPHEN	Highland Presbyterian Church	Pastor
MC DANIEL	JAMES MARK	Interim Grace & Grand Bay	Honorably Retired
MC KEE	CHARLES		Honorably Retired
MC KEE	REBECCA CARTER	Parkway Presbyterian Church	Church Educator
MC LEOD	LESLIE A.	Starmount Presbyterian Church	Church Educator
MC PHERSON	LACY V.		Honorably Retired
MC SWEEN	ALLEN CREWS		Honorably Retired
METROPOL	DOTTIE	Salisbury First Presbyterian Church	Church Educator
MILAM	JUDSON J.	St. Andrews Presbyterian Church	Pastor
MILHOLLAND	JOHN L.	Fifth Creek/Old Providence	Pastor
MILLER	JAMES FRASER	Presbyterian Church of the Cross	Pastor
MILLER, D.MIN	E. THOMAS	Forest Park Presbyterian Church	Pastor
MIMBS	DONALD		Ordained, in other work
MONTGOMERY	HUGH REID	Speedwell Presby/Professor, Elon	Pastor
MORRISON	ALLEN EUGENE	Asbury Presbyterian Church	Pastor
MORRISON	WILLIAM HARVEY	Spencer Presbyterian Church	Pastor
MULLEN	LISA	High Point First	Associate Pastor
MULLIN	JOSEPH		Honorably Retired
MURDOCK	KATHLEEN	Minister-at-large	Ordained, in other work
NEAL	GEORGE	Supply Pastor, Grace Presbyterian	Ordained, in other work
NELSON II	JAMES HERBERT	St. James Presbyterian Church	Pastor
NEWELL	JAMES KEITH	Methodist Min; Danbury Community (Metho/Presby Ch)	Pastor
OSBORNE	CONNELL	Chaplain, Air Force (Major)	Ordained, in other work
OSMER	RICHARD		Ordained, in other work
PARKER	DARELL A.		Honorably Retired
PARKER JR.	JOSEPH K.		Honorably Retired
PARTINGTON	DAVID C.	Shallowford Presbyterian Church	Pastor
PARTRIDGE	FRANKLIN L.	Minister of Music/Trinity Church	Ordained, in other work
PATTERSON	SAMUEL CURTIS	Thomasville First	Pastor
PEARSON	KAREN EVETTE	Allen's Temple/Freedom Presbyterian	Pastor

Last Name	First Name	Church Name	Occupation
PERKINS	WILLIAM T.	Human Resource Director/Max Word-Delmar Studios	Ordained, in other work
PERRELL	ORION WILLIAM		Honorably Retired
PHARR	STEVE MACON	Attorney, Petree Stockton & Robinson	Ordained, in other work
PHARR	JAMIE BIBEE	Minister-at-large	Ordained, in other work
PHELPS	ELLA MAE	Grace Presbyterian Church	Church Educator
PHILLIPS-OLSO	FRANCES	Minister-at-large	Ordained, in other work
PICKARD	JOSEPH LEE	Synod of the Mid-Atlantic staff	Ordained, in other work
PLEXICO	ANDRAL BRATTON	Hawfields Presbyterian Church	Pastor
PLOGER	GEORGE A.	Harmony & Love Valley Presbyterian	Pastor
POGUE	PHILLIP JUSTIN B.	Glendale Springs & Laurel Fork	Pastor
PORTER III	WILLIAM C.		Honorably Retired
PRICE JR.	JAMES LIGON		Honorably Retired
RAGLAND	JOHN G.	Pastoral Counseling & Consultation Cntr.	Ordained, in other work
RAY	DARRYL	Jamestown Presbyterian Church	Church Educator
RECKARD	CHARLES		Honorably Retired
REDHEAD JR.	JOHN A.		Honorably Retired
REED	CATHERINE J.	Hunger Action Enabler	Ordained, in other work
REIFF	GERALD N.		Ordained, in other work
RHODES JR.	WILLIAM C.		Honorably Retired
RICHARDSON	LELAND AUTRY	Mocksville First Presbyterian	Pastor
RIDOLFI	PAUL NATHANAEL	Mount Airy First	Pastor
RISSMILLER	JAMES M.	Community in Christ, Presbyterian	Pastor
ROBERTS	LOUISE TUTTLE	Retired	Church Educator
RODENBOUGH	JEANNETTE	Bereavement Counselor, Hospice at G-boro	Ordained, in other work
RYOO	PAUL S.	Korean First Presbyterian Church	Pastor
SEBESAN	DENNIS	Jamestown Presbyterian Church	Pastor
SHARP	GRANT MCGUFFIN	Statesville First Presbyterian	Pastor
SHARPE	DANNY M.	Greenwood Presbyterian Church	Pastor
SHELLEY	ANNE CARTER	Assoc. Presbyter for Care & Develop of Church Leadership	Ordained, in other work
SHELTON	R. PAGE	Third Creek Presbyterian Church	Pastor
SHEPPARD	LESTER E.		Honorably Retired
SHETLER	JEROLD D.	Greensboro First Presbyterian Church	Pastor
SHIVE	STEPHEN A.	Oakland	Pastor
SHULL	ELEANOR F.	Forest Park Presbyterian Church	Church Educator
SLOAN	WILLIAM WILSON		Honorably Retired
SMITH	JERRY M.		Ordained, in other work
SMITH	JEFFREY DEE	Member-at-large	Ordained, in other work

Last Name	First Name	Church Name	Occupation
SMITH III	WILLIAM R.		Honorably Retired
SMITH JR.	JAMES W.	Chaplain VA Medical Cntr Wash, DC	Ordained, in other work
SNIPES	STEVAN A.	North Wilkesboro Presbyterian	Associate Pastor
SOSEBEE	BILLY F.	Lexington Second Presbyterian Church	Pastor
SOUTHALL	THOMPSON B.		Honorably Retired
SPANGLER	LAURA MICHAEL	Minister-at-large	Ordained, in other work
SPEARS	JOE	Mount Tabor Presbyterian Church	Pastor
SPIELMAN	DELORES	Mooresville Presbyterian Church	Church Educator
STEELE JR	ROLLIN MEDWIN	Springwood Presbyterian Church	Pastor
STEWART	PATRICIA F.	Minister of Ed; First Christian Church (Disciples of Christ)	Pastor
STIMSON	JAMIE DOUGLAS		Honorably Retired
TALMAGE	JOHN B.	Program Coordinator/Therapist	Ordained, in other work
THOMAS	HARRY S.		Ordained, in other work
THOMASON	DR. GLENN C.	Guidance Counselor/Member-at-large	Ordained, in other work
THOMPSON	SARA FRANCES	Highland (Retired)	Church Educator
TRUITT JR	JOHN GALLOWAY	Starmount, Interim	Ordained, in other work
TURNER	ROBERT LEE	Stated Supply; Joyce/Milton	Honorably Retired
VARKER	WILLIAM DICKSON	Westminster Presbyterian Church	Pastor
VOTH	STANLEY MILTON	Winston-Salem First	Associate Pastor
WALDRUFF	HAROLD F.	Madison Presbyterian Church	Pastor
WARD	ROCKWELL PORTER	Campus Minister, ASU	Ordained, in other work
WARD JR.	WALTER RUSSELL	Asheboro First Presbyterian Chruch	Pastor
WATTS	ROY EDWARD		Honorably Retired
WECKERLY	WILLIAM C.	Graham	Pastor
WELLS	ROBERT S.		Honorably Retired
WHITLEY	JOHN CURRIE	Stoneville Presbyterian - Supply	Honorably Retired
WHITNEY	NORMAN MORGAN	Bethany Presbyterian Church, Graham	Pastor
WILKERSON JR.	JOHN ABBOTT	John Calvin Presbyterian Church	Pastor
WILKINSON	FRANK C.		Honorably Retired
WILLIAMS	PARKS OSCAR	Westminster Presbyterian Church	Church Educator
WILLIAMS	J. GORDON		Ordained, in other work
WILLIAMS	BENJAMIN F.	Dir: Child. & Youth Serv.	Ordained, in other work
WILLIAMS	CHARLES	Burlington First Presbyterian Church	Pastor
WILSON JR	JAMES KIEFFER	Sedgefield Presbyterian Church	Pastor
WOMELDORF	JOHN ANDREW		Honorably Retired
WOODALL JR.	PAUL D.	Bethel Presbyterian Church	Pastor
WOODARD	MICHAEL EARL	Minister-at-large	Ordained, in other work
WOODMANSEE	RICHARD	High Point First	Pastor

Last Name	First Name	Church Name	Occupation
WRENN	WILLIAM JAMES	Presbyterian Church Brentwood Presbyterian Church	Pastor
YODER	ROBERT LYMAN	Bethesda Presbyterian Church, Statesville	Pastor
YOUNG JR.	TROY A.		Honorably Retired

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VOLUME II NUMBER 4

Minutes of

SALEM PRESBYTERY

EIGHTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA
October 2, 1990

MINUTES OF

SALEM PRESBYTERY

EIGHTH STATED MEETING
FIRST PRESBYTERIAN CHURCH
HIGH POINT, NORTH CAROLINA

October 2, 1990

OFFICERS

Moderator	S. Edwin Lewis
Moderator-in-Nomination	Joe Spears
Stated Clerk	John M. Handley
Recording Clerk	Robert M. Matthews

PRESBYTERY'S STAFF

Executive Presbyter/Stated Clerk	John M. Handley
Presbytery Associate for Finance and Business Affairs/Treasurer	Willie D. Garvin
Associate Presbyter for Care and Development of Leadership	A. Carter Shelley
Associate Presbyter for Congregational Life	Hewon Han
Hunger Action Enabler	Catherine J. Reed
Associate for Camp Ministries	Albert D. Shaw, Jr.
Associate for Camps and Conferences	Paul Ransford
Administrative Assistant	Mickey Wiggins
Executive Secretary	Phyllis Plyler
Bookkeeper	Sara Williams
Receptionist/Secretary	Jim Clinard
Secretary	Brenda Nance

OFFICE OF PRESBYTERY

P. O. Box 1763
2554 Lewisville-Clemmons Road
Suite 308
Clemmons, NC 27012
Phone: (919) 766-3393

EIGHTH STATED MEETING

MINUTES OF SALEM PRESBYTERY

FIRST PRESBYTERIAN CHURCH

HIGH POINT, NORTH CAROLINA

October 2, 1990

The Eighth Stated Meeting of Salem Presbytery was called to order by Moderator S. Edwin Lewis at 9:00 a.m. on Tuesday, October 2, 1990, in the First Presbyterian Church of High Point, North Carolina. The opening prayer and hymn was led by Ed Lewis.

QUORUM

The Stated Clerk declared a quorum was present for conducting the business of the Presbytery.

ENROLLMENT

The following Ministers were enrolled:

A-F

Wyatt Aiken, Jr., George W. Alexander, Jr., Frank Allen, Michael Askew, James H. Banbury, Jonathan Barker, J. William Black, Linda L. Blessing, Edwin Brammer, Warren C. Brannon, John C. Brearley, Robert A. Bryant, Malcolm M. Bullock, Robert E. Button, William D. Carmines, Charles Carter, M. Gray Clark, Mary Boyd Click, S. Jay Click, Frederick A. H. Coates, J. Alexander Coblentz, Clyde T. Cook, Kermit W. Dancy, David T. Daniel, Robert F. Dean, Frank M. Dew, James A. Dickens, Barbara Dua, Carl W. Dumford, John Eliason, James W. Eller, Stewart E. Ellis, Carlton A. G. Eversley, T. McLean Faw, Jr., Dusty K. Fiedler, Robert A. Fiedler, Charles Fitzpatrick, Milton M. Foust, James T. Frazier, Elijah B. Freeman, Robert O. Freeman, Harold E. Fuller, Jr.

G-M

Scott C. Girard, James H. Grant, Jr., Lucius Gray, Hewon Han, John M. Handley, Wiliam C. Hayes, James Henderson, David L. Henry, Cynthia R. Higgins, J. Samuel Hobson, Jr., Z. N. Holler, Fredrick Horner, Linn Rus Howard, Robert M. Howard, Joanne Hull, Stephen A. Hundley, Guy William Hunt, Jr., George Hunter, Ann B. Jahnes, Robert S. Jeffords, Henry J. Keating, Phyllis Kort, William R. Knox, Elizabeth L. Lamb, Donald E. Lannon, Robert Lee, David T. Lee-Andrews, S. Edwin Lewis, Robert M. Matthews, Stephen P. McCutchan, Judson J. Milam, John L. Milholland, Reid Montgomery, Allen E. Morrison, William H. Morrison, Lisa Mullen.

N-Z

J. Herbert Nelson, David C. Partington, S. Curtis Patterson, Karen Pearson, Frances Olson, Joseph L. Pickard, George A. Ploger, Phillip J. Pogue, W. Clark Porter, III, Charles Reckard, Catherine J. Reed, James Rissmiller, Jeannette Rodenbough, Paul S. Ryoo, Dennis Sebesan, Danny M. Sharpe, A. Carter Shelley, R. Page Shelton, Jerold D. Shetler, Stephen A. Shive, Jeffrey Dee Smith, Steven A. Snipes, Billy F. Sosebee, Laura M. Spangler, Joe L. Spears, Rollin M. Steele, Samuel Stevenson, Patricia F. Stewart, Jamie D. Stimson, John Truitt, Jr., Stanley M. Voth, Harold Waldruff, Rockwell P. Ward, W. Russell Ward, Jr., William C. Weckerly, Norman M. Whitney, Sr., James Wilson, Paul D. Woodall, Jr., R. Scott Woodmansee, William J. Wrenn, Jr., Robert L. Yoder.

The following Ministers asked to be excused from attendance:

James Allen, Thomas B. Bagnal, Jr., John W. Bell, L. Adlai Boyd, George Carpenter, Carole R. Chase, Frank A. Davison, M. Susan Dobyns, Phillip R. Gehman, Reagan P. Gibbs, J. Stimson Hawkins, Robert W. Herron, William Stacy Johnson, Walter W. King, Robert M. Lewis, Paul Lindsey, Laura C. Long, Z. Bradford Long, Steve A. Martin, James M. Mauldin, E. Thomas Miller, Donald Mimbs, William T. Perkins, A. B. Plexico, John G. Ragland, Paul N. Ridolfi, Harry S. Thomas, Charles Williams.

The following Ministers were unexcused:

Jesse W. Bledsoe, Ernest Bradford, William H. Chappell, Robert R. Childs, Jr., Max E. Deal, Christopher East, Robert C. Evans, III, Larry W. Freeman, Tempe Fussell, Carter Gillespie, William S. Johnston, Benjamin Kirkland, David A. Long, III, Ivan W. Lowery, J. Roger Marrow, James F. Miller, Kathleen Murdock, George Neal, Richard Osmer, Franklin L. Partridge, III, Jamie Bibee Pharr, Steve Macon Pharr, Gerald N. Reiff, Leland A. Richardson, Grant M. Sharp, James W. Smith, Jr., Jerry M. Smith, Ronald A. Smith, John B. Talmage, Glenn C. Thomason, Williamn D. Varker, John A. Wilkerson, Jr., Benjamin F. Williams, J. Gordon Williams, Michael Woodard.

The following Missionaries and Chaplains were excused:

Sherron George, Lewis C. Kimmel, Jr., Connell Osborne.

The following Honorably Retired Ministers were excused:

Alonza M. Alexander, Tom B. Anderson, Lawrence W. Avent, J. Lawrence Ayers, Charles L. Brown, William Brown, David Burr, George S. Calhoun, Cecil C. Callis, L. B. Colquitt, Jr., Watt M. Cooper, Herbert H. Culler, William M. Currie, F. Marion Dick, C. Wayne Dixon, Roscoe B. Fisher, Joseph W. Flora, Robert L. Forbis, Jr., William H. Foster, Jr., Samuel R. Fudge, Joseph M. Garrison, Dewitt F. Helm, Everett A. Hewlett, Rufus F. Jamerson, John S. Johnson, Hardin A. King, Julian Lake, William F. Long, John W. Luke, Wilkes Macaulay, John R. McAlpine, III, James M. McDaniel, Charles McKee, Lacy V. McPherson, Allen C. McSween, Joseph Mullin, Darrell A. Parker, Joseph K. Parker, Jr., O. W. Perrell, James L. Price, Jr., John A. Redhead, William C. Rhodes, Jr., Lester E. Sheppard, William W. Sloan, William R. Smith, III, Thompson B. Southall, Robert L. Turner, Roy E. Watts, Robert S. Wells, John C. Whitley, Frank Wilkinson, John A. Womeldorf, Troy A. Young, Jr.

The following Churches were enrolled by the attendance of their representatives:

A-F

Alamance Bob Fogleman, James R. Hunter, Roger H. Smith, ALlen Temple Leonard A. Hall, Virginia Mott, Asbury Tom Sheppard, Asheboro, First Douglas Aitken, Jr., Robert H. Hochuli, Back Creek Bob White, Bethany (Statesville) Edgar Ingram, Bethesda (Statesville) John Sipes, Beulah Mrs. Elizabeth Scott, Bixby Graham Hendrix, Boonville, First Hallie Cundiff, Darlene H. Lytton, Marilyn K. Scales, Brentwood Mary F. Bailey, Buffalo Eugene W. Wheeler. Burlington, First J. D. MacKintosh, Jr., Cameron John C. Chambers, Phyllis Chambers, Calvary Fred Tatum, Clemmons Shirley S. Gunn, Cleveland Pauline B. Allison, Clio J. H. Summers, Community in Christ, Presbyterian Eda Warwick, Colleemee Grier C. Waller, Covenant Mrs. Mary Young, Crestwood Luana Brock, Danbury Community Jennie L. Hemrick, Dellabrook Inis D. Johnson, Dogwood Acres Anne B. Neely, Eden, First Horace Penn, Edward Webb Gladys W. Bailey, LaDonna McCarther, Elkin Byron Wolfe, Fairmont Bruce Mize, Faith I. E. Martin, Fifth Creek Sadie Clendenin, Flat Rock Robert Edwards, Forest Hills Vivian Frazier, Forest Park M. P. Witherington, Franklin Steve Swing, Freedom Minnie Dobbins, Dorena Stevenson.

G-M

Grace Lois S. Brake, Gwendolyn H. Wallace, Graham William R. Cooke, Greensboro, First Betsy Harrington, Stella B. Efird, Austin C. Strand, Mrs. Peggy W. Wharton, Darlene Young, Greenwood Lynn Vaughn, Guilford Park C. R. Bailey, Winfred L. Batten, Gulf Betty Sue Jeffries, Harmony Flake Millsaps, Hawfields W. F. Covington, B. A. McPherson, High Point, First Walter L. Bean, Jr., Donald P. Douglass, Hilco Woudstra, Highland John Davis, Betty Grigg, Jamestown John Hamil, John Calvin Haywood M. Cope, Kernersville, First Faye Collins, Lansing Fred Carter, Laurel Fork Don Tucker, Lexington, First MaryAnn Farthing, Cynthia Swicegood, Lexington, Second Claude Graves, Lloyd Mrs. Ada S. Brown, Mrs. Elizabeth West, Madison Louise Irving, Mebane Ernest Richmond, Memorial Walt Thompson, Mocksville, First D. J. Mando, Mooresville, First Albert F. Culp, J. Larry Putnam, Mt. Tabor Lilliesteen M. Harris, John A. Heaggans, Mt. Vernon Springs Lillie B. Cameron.

N-Z

New Salem Jeanne Cockrell, North Wilkesboro Perry S. Snipes, Old Providence Betty Wooten, Old Town Robert Wham, Parkway Hervey Martin, Fred N. Ward, Piedmont Robert N. Adams, Pittsboro Charles W. Cameron, Pleasant Grove Harold McCain, Presbyterian Church of the Covenant Corinna B. Johnson, Presbyterian Church of the Cross Brenda Cox, Prospect J. C. Wilson, Jr., Randolph Susan Key, Reid Memorial Mae Helen Byers, St. Andrews Larry Bunn, St. James Catherine T. Bonner, Margaret B. Gill, Luella Graves, Lovie McBryde, Rosa Yourse, St. Paul Thomas Leach, Julia McIntosh, Salisbury, First Eleanor Bradshaw, Leon S. Bradshaw, Salisbury, Second Denham Holshouser, Sandy Ridge Cleo Ferguson, Sedgefield Marge Monroe, Shady Side Charles England, Shallowford Wilda Dockery, Smyrna Raymond Jones, Speedwell Russell Lee Citty, Spencer Merrill Russell, Springwood Henry Tickle, Starmount Stuart McRimmon, Jean M. Spangler, Nancy White, Statesville, First Millicent Benbow, Stan Staples, Stony Creek Ginny Bostic, Tabor Dorman Tatum, Taylorsville Alvin D. Woody, Third Creek Joyce Brown, Thomasville, First Katherine W. Spencer, Thyatira Dewey Shaver, Trinity (Elon College) Alura Wheeler, Trinity (Salisbury) Ezra Gilliam, Gladys Winston, Trinity (Winston-Salem) William G. McLeod, Vandalia Don Mitchell, Wentworth W. D. Sherron, Westminster (Burlington) Wade Redding, Whispering Pines Ralph Wilson, Winston-Salem, First Whit East, Paula Parks, Harold Wingert, Martha Young, Yadkin United Marian L. Smith, Thomas O. Vinson, Yadkinville Bud Alexander, Yanceyville Buford B. Pearson.

The following Churches were excused from having representation at this meeting of Presbytery.

Baird's Creek, Bethany (Graham), Collinstown, Fieldstone, Francisco, Glenwood, Griers, Hills, Immanuel, Logan, Mount Airy, First, Reidsville, First.

The following Churches were not present and did not request an excuse from this meeting of Presbytery:

Bethany (Statesville), Bethel, Bethesda (Ruffin), Boone, First, Centre, Concord, Cross Roads, Ebenezer, El Bethel, Elmwood, Fellowship, Glendale Springs, Hope View, Joyce, Korean First, Little Joe's, Love Valley, Milton, Mocksville, Second, Mount Jefferson, Mount Vernon, New Creation Community, Oakland, Oakview, Peak Creek, Pilot Mountain, First, Pine Hall, Pine Ridge, Red House, Riverview, Rumple Memorial, Shiloh (Burlington), Shiloh (Statesville), Siler City, Southminster, Sparta, Stoneville, Unity, Westminster (Greensboro).

The following Church Professionals were enrolled:

Sammie Braxton, Connie DeKleuver, Evelyn Edwards, Betty Anne Ellington, Claire Davis Holt, Rebekah Lee-Andrews, Ruth B. Lenger, Ida K. McCaskill, Dottie Metropol, Ella Mae Phelps, Parks O. Williams.

The following Visitors were registered:

Annie Bates, Woody Bostic, Marian Cameron, Katherine R. Carr, Dr. Howard Chadwick, Aaron Neal Clinard, Charles Connor, Kay Daniel, Bill East, Rachel Ellis, Mary Sue Ferguson, Frances Fitzpatrick, Janet Flagg, W. Earle Frazier, Robert Gilchrist, Sr., Creola Goodman, Lynette Gregg, Janet Grimshaw, Dale Kistler, Rev. Alice Kyei-Anti, Cora Massey, Robert J. McBryde, Faye McCain, Mildred Millsaps, Molly Dotson Morgan, Rev. Gail P. Nelson, Edwin L. Patterson, Leon B. Phifer, Esther Ploger, Fred Poetzinger, Lorene Powers, Susan Roddey, Elizabeth Sanders, Otis Scott, W. E. Shouse, Jim Swinkola, Donald Tate, Adoah Theodore, Beatrice Thomas, Linda Thurston, Francis T. Washburn, Gay Wych, Aurelia Young.

The following Salem Presbytery Staff were present:

Karen Bryan, Willie Garvin, Phyllis Plyler, Paul Ransford, Bart Shaw.

DOCKET

The docket was approved as amended.

WELCOME

The Governing Body was welcomed by the pastor, Scott Woodmansee. He also gave information regarding the facilities.

INTRODUCTIONS

Elders attending for the first time were introduced and welcomed and Rev. Frank Washburn, Presbytery of West Virginia, was welcomed as a visiting minister.

COMMUNICATIONS

The Stated Clerk presented communications which had been received by the Presbytery and recommended referrals as appropriate. (Summary of Communications, Appendix A, pp. 201-202.)

MINUTES OF COMMISSIONS ADMITTED TO THE RECORD

The minutes of Commissions to ordain and/or install pastors were admitted to record. (Appendix B, p. 203.)

APPOINTMENT OF STANDING COMMITTEES

The Moderator named the following Standing Committees:

Audit: Don Lannon, Chair
John Milholland
Nick Mando

Resolutions: Jim Rissmiller, Moderator
Bill Shouse
Evelyn Edwards

Bills & Overtures: Ann Jahnes, Chair
Rosa Yourse
Bob Fiedler

Sessional Records: Curtis Patterson, Chair
LaDonna McCarther

OMNIBUS MOTION

Rollin M. "Chip" Steele, Moderator of Council, presented the Omnibus Motion. After the removal of Item 6, the Presbytery approved all the remaining recommendations in a single vote. The recommendations so approved appear in the reports of the persons or committees making them and are designated by an OM in the left margin.

REPORT OF PRESBYTERY COUNCIL
Rollin "Chip" Steel, Moderator

The Salem Council has met twice since the July Stated Meeting of the Presbytery.

It spent several hours in review of its own work to date and in discussing future needs and priorities of Salem Presbytery. This was in response to the request of the Goals & Evaluations Committee. *All committees of the Salem structure have received the same request and are urged to return their careful responses immediately*. At the appropriate time when Goals & Evaluations makes a request for consultation with each Session about local church needs and the priorities they see for Salem's future life and program, those governing bodies are urged to use that opportunity to shape Salem's future enthusiastically and prayerfully.

The Council also heard a presentation by Mr. Jim Swinkola concerning the ministry of Grandfather Home for Children (Banner Elk, N.C.) and potential future relationships with Salem Presbytery. The Council docketed until its next meeting further discussion of Mr. Swinkola's requests for time on a future Presbytery Meeting docket to report on the work of the Home and the possibility of Salem nominating certain of the Home's Trustees.

The Council received with grief the word of the death of Helen B. "Coppy" MacLeod, wife of the Rev. Dr. John MacLeod, retired executive of the former Synod of North Carolina. A memorial of $100 was sent in the name of Salem Presbytery which will benefit the Synod Presbyterian Women's Scholarship Fund.

The Council expressed special gratitude to Brian Roach and Andrew Coates from First Church in Mooresville who helped operate the sound system at the July Presbytery Meeting at Forest Hills.

The Council is seeking host churches for the 1991 Stated Meetings of Salem Presbytery. Please contact the Stated Clerk (John Handley, 919/766-3393) if you would consider hosting one of the four meetings.

Council referred to the Bills and Overtures Committee for the October 2, 1990, Presbytery Meeting an Overture to the General Assembly concerning clarification of the Book of Order by adding a definition of the term "racial ethnic". See Attachment 1 of this report.

Council received with deep concern and sadness the report that the Thyatira Church of Rowan County has entered the Article 13 process of considering leaving the denomination. Moderator Ed Lewis appointed the following persons to serve as Presbytery's Special Committee to work with Thyatira's Session and congregation in this process: Elder Sam Sloop of Back Creek Church, Elder Haywood Cope of John Calvin Church, Elder Linda Thurston of Salisbury First Church, the Rev. Leland Richardson, pastor of Mocksville First Church, and the Rev. Ed Lewis, pastor of Mooresville First Church.

Council referred the request of Synod to solicit contributions for Campus Ministry in Greensboro to our Bicentennial Fund Presbytery Prospectus Committee for possible inclusion in the campaign.

Actions Taken To Be Admitted To Record As Presbytery's Actions:

1. Approved the request of Mt. Airy First Church to borrow some of the funds needed to complete plans for major renovations.

2. Approved the request of the Youth Ministry Committee to observe the Sacrament of the Lord's Supper at the Senior High Retreat, September 28-30, 1990, at Camp New Hope. (Caught in late request--see Recommendation #4 giving this authority to Council.)

3. Approved the Minutes of the July 2, 1990, Seventh Stated Meeting of Salem Presbytery.

4. Appointed the following persons to the Bicentennial Fund Presbytery Prospectus Committee: the Rev. Dusty Fiedler, Moderator (Pastor, Clemmons Church); Ms. LaDonna McCarther (Elder, Edward Webb Church); Mr. Parks Williams (Christian Educator, Westminster Church in Greensboro); Mr. Bill Shouse (Elder, Grace Church); Ms. Ida McCaskill (Christian Educator, Highland Church); the Rev. Fred Horner (Associate Pastor, Greensboro First Church); Mrs. Jane Miller (Elder, Asheboro First Church); Mrs. Lois Price (Elder, Winston-Salem First Church); the Rev. Jim Rissmiller (Pastor, Community in Christ Church); and the Rev. Herbert Nelson (Pastor, St. James Church).

Council made the following recommendations which were approved by Presbytery.

ACTION 1:

Presbytery approved the proposed Docket for the Eighth Stated Meeting of Salem Presbytery.

Salem Presbytery, at its Seventh Stated Meeting, requested that the Council recommend a resolution and process to Synod's Council which would highlight Salem's concern for strengthening the mission and support for the Synod of the Mid-Atlantic. The attached resolution is presented.

ACTION 2:

The Resolution Concerning the Synod of the Mid-Atlantic was adopted and and will be distributed as indicated by the Stated Clerk.

RESOLUTION CONCERNING THE SYNOD OF THE MID-ATLANTIC

Salem Presbytery believes that the Synod of the Mid-Atlantic has a vital role to play in the response of the Presbyterian Church (U.S.A.) to Christ's call to faithfulness in and through this region:

WHEREAS the Synod of the Mid-Atlantic is assigned basic responsibilities by the Constitution of the Presbyterian Church (U.S.A.) to further "the mission of the church throughout its region"; and

WHEREAS those responsibilities do, or potentially can, at least include such important concerns as:

- Providing a forum and focus for developing regional mission strategies
- Serving as a connecting link between its presbyteries and the General Assembly in such matters as evangelism and church development, higher education (including campus ministry and institutional support), social justice interpretation and implementation, disaster relief--to name only a few
- Fostering good communication among governing bodies and to/with surrounding community
- Aid in the implementation of the whole church's commitment to inclusiveness, representation, and participation

- Resourcing the mission needs of its presbyteries through identifying and communicating resources, developing expertise in critical areas of concern, and focusing attention on mutually approved programs/projects
- Offering quality training events to its presbyteries on mutually agreed concerns
- Fulfilling the required judicial functions, especially in the area of appeals
- Supporting, encouraging, and challenging the mission of its presbyteries and their staffs, and

WHEREAS the Synod is composed of thirteen able presbyteries with a wonderfully diverse variety of resources, including talented leaders, breadth of vision, and strong financial capabilities; and

WHEREAS Synod's effectiveness has been limited by the predictable confusion resulting from major changes/differences in boundaries, traditions, expectations, staffing, office location, funding patterns, and mission vision, and

WHEREAS that confusion has been compounded by the simultaneous reorganization of all the governing bodies above the session, and

WHEREAS many deep, unresolved feelings, frustrations, and fears, accompanied by either anger or apathy have been the inevitable result, and

WHEREAS the mixture of the above factors has significantly reduced the level of trust and support for the Synod of the Mid-Atlantic and thereby crippled its effectiveness to carry out its assigned responsibilities in the Presbyterian system of governing bodies,

THEREFORE, BE IT RESOLVED,
That Salem Presbytery urgently requests the Councils of Synod and the Councils of each of its thirteen presbyteries to:

1) Enter into a time of prayerful study of its knowledge and views concerning the MISSION AND GOVERNANCE NEEDS OF THE REGION THAT CAN BEST BE MET BY THE SYNOD;

2) Open themselves to the VISION AND PLANS OF THE PRESENT SYNOD STRUCTURES AND STAFF as part of the above study;

3) Send three members from each of the fourteen councils, along with that governing body's executive leader to a THREE DAY CONSULTATION on:

   a) SEEKING CONSENSUS ON THE NEEDS OF THE MID-ATLANTIC REGION WHICH ARE BEST ADDRESSED BY THE SYNOD IN PARTNERSHIP WITH ITS PRESBYTERIES and

   b) STRATEGIES FOR AND COMMITMENTS TO STRONGER RELATIONSHIPS between the thirteen presbyteries and the Synod to be held in Richmond, Va., no later than April 30, 1991;

4) Nominate one person from among their four representatives to the Consultation (including a 50 word description of why that person would contribute effectively) to serve on a Design Team of seven persons. The Synod Council nominee would fill one slot and the other six slots would be filled by those receiving the most votes from a ballot cast by each presbytery council. The ballot will be composed of the thirteen names submitted by those councils. In case of a tie(s) for the final position(s), those elected by the ballots submitted by the councils will complete the filling of the remaining slots on the Design Team by their

choice(s) from among those ties (mentioned above). The nominating and electing process will be administered by the Synod Council.

The Design Team voting must be completed by December 1, 1990. The Synod Council representative will be the convener of the Design Team.

The Council received a request from the Massanetta Springs Board of Trustees requesting 1) a copy of Salem's mailing list; 2) names of 3 to 5 individuals who can give $5,000; 3) a $5,000 contribution from Salem Presbytery; and 4) permission to approach individuals and churches within Salem Presbytery on behalf of Massanetta Springs.

ACTION 3:

Salem Presbytery granted permission for the Massanetta Springs Board of Trustees to use Salem's mailing list in approaching individuals and churches within our bounds for contributions to Massanetta Springs.

The Council believes that being granted authority to approve celebration of the Sacrament of the Lord's Supper at special functions of groups accountable to Salem Presbytery is a way that the docket of Presbytery Meetings can become less crowded.

ACTION 4:

Salem Presbytery granted to its Council authority to approve requests to celebrate the Lord's Supper at events sponsored by groups accountable to the Presbytery.

Council concurs with the following recommendations submitted by the structure committees indicated:

1) The three recommendations of the Budget and Finance Committee concerning 1991 "askings" from churches and encouraging support of the 1% for Theological Education Fund.

2) The Camp New Hope & Presbyterian Point Search Committee's recommended job description for the permanent Staff Associate included in their report. (It is their intention to present a nominee for the position to the October 2 meeting of Salem Presbytery. Because their final interviews are on October 1, the remainder of their report and recommendations will be handed out at Presbytery Meeting.)

The Council through its Assets Committee chaired by N. N. Fleming, III, of the Hawfields Church, has been studying the trust funds received from antecedent Orange Presbytery. Most of those funds have been divided by an agreed percentage of 52% for Salem and 48% for New Hope.

The Foust Estate funds are among the funds so divided. The predominant interest of the Foust family was in the counties served by the configuration of Orange Presbytery before 1972. Of those eight counties, only Orange County is in New Hope Presbytery. There was a special, primary relationship with the Springwood Church. An annual $300 for Springwood is guaranteed "off the top" before any funds are distributed to the two presbyteries. It seems that there are those, particularly in the Springwood Church section, who would greatly prefer the

total Foust Estate monies to be lodged in Salem Presbytery rather than the present split between New Hope and Salem.

The Council believes that negotiations with New Hope might bring a happier, more consistent-with-the-wishes-of-the-donors division of the assets awarded the two presbyteries at reunion. By looking at the original stipulations for these funds the Council believes that a nearly even trade can be made (not significantly affecting the income to the presbyteries). The Stone Fund whose donors were primarily interested in the Raleigh area is an example.

ACTION 5:

Salem Presbytery authorized the Council, acting as trustees, to negotiate with New Hope Presbytery, the realignment of assets jointly owned, so that all or most of the Foust Estate would belong to Salem, and all or most of the Salem interest in the Stone Estate be transferred to New Hope.

Salem Presbytery through its Evangelism Committee is participating in the Evangelism Network of the Synod of the Mid-Atlantic. The Rev. Bobby Dean, Moderator of the Evangelism Committee and Mrs. Linda Thurston of Salisbury have already been active participants in the process which has put this Network together.

ACTION 6:

Salem Presbytery appointed the Rev. Bobby Dean and Mrs. Linda Thurston (both of our Evangelism Committee) to represent Salem on the Evangelism Network of the Synod of the Mid-Atlantic.

ACTIONS:

7. Salem Presbytery assigned Council responsibility to choose locations for 1991 presbytery meetings.

8. Salem Presbytery appointed Neel Fleming as Salem Presbytery Historian and representative to the North Carolina Presbyterian Historical Society.

REPORT OF THE SEARCH COMMITTEE FOR THE STAFF ASSOCIATE FOR OUTDOOR MINISTRIES IN NEW HOPE AND SALEM PRESBYTERIES

During the spring of 1990, the Presbyteries of New Hope and Salem each appointed three members to a six-member Search Committee to nominate a Staff Associate for Outdoor Ministries. Membership on the Search Committee was composed of the following:

from New Hope -- Andy Jones, Jan Butin, and Jim McKinnon
from Salem -- Sam Fudge, George Hunter, and Joanne Hull

The Search Committee held its first meeting in late spring to organize itself and to decide on the process by which it would do its work. A job description was written and forwarded to the Outdoor Ministries Committees and Councils of both presbyteries for discussion and approval.

The committee advertised the position in all the major Presbyterian Church (USA) publications over a sixty-day period. Thirty-three applications were received including that of the Rev. Paul Ransford, Jr., the present interim staff associate. These applicants were reflective of the diversity of the Presbyterian Church (USA). After reviewing all the applications for the position, four were chosen for closer consideration. All four including Mr. Ransford were interviewed.

After its last meeting on September 27, the Search Committee voted unanimously to recommend to New Hope and Salem Presbyteries that the Rev. Paul Ransford, Jr. be extended a call to serve as Staff Associate of Outdoor Ministries. Presently, a member of New Hope Presbytery, Mr. Ransford has served the former Orange Presbytery since 1982 until its dissolution, and as interim associate for Outdoor Ministries for New Hope and Salem Presbyteries since their formation.

Since this position reflects a joint ministry of New Hope and Salem Presbyteries, and since Mr. Ransford, if called, will serve the two Presbyteries, the Search Committee recommends that each Presbytery approve motions as printed below.

ACTIONS:

1. The job description of the Staff Associate for Outdoor Ministries for New Hope and Salem Presbytery was approved. (Appendix C, pp. 204-205.)

2. The Rev. Paul Ransford, Jr. was called as Staff Associate for Outdoor Ministries for the Presbyteries of New Hope and Salem.

3. The annual terms of his call (effective December 1, 1990) are:

Salary and Housing	$38,300	
1/2 Social Sec. Tax	2,930	
Travel	4,000	
Continuing Education	700	
Benefits 9,958		
TOTAL	$55,888	*represents an increase of $4,365

Two weeks continuing education
Four weeks vacation
Privilege of the floor at meetings of Salem Presbytery
(Salary allocation will be New Hope Presbytery 54% ($30,180) and Salem Presbytery 46% ($25,708)

4. Salem Presbytery will elect seven members to a fourteen member commission to install Mr. Ransford, as Staff Associate for Outdoor Ministries for the Presbyteries of New Hope and Salem at Presbyterian Point on Sunday, May 26, 1991. The Installation Commission members will be approved at the February 2, 1991, meeting of Salem Presbytery.

5. Salem Presbyery will invite its staff and churches to attend the service of installation and a supper to follow the installation service.

OUTDOOR MINISTRIES DIVISION
Fred Poetzinger, Moderator

The summer camping programs in which Salem Presbytery participates are over for another year. A successful season was enjoyed both with our eastern partners (New Hope Presbytery) at Camp New Hope and Presbyterian Point and in the west (Charlotte and Western North Carolina) at Camp Grier.

The following reports begin to tell the story (camping participation breakdowns for Camp New Hope and Presbyterian Point will be available later).

Camp Grier
Joint Outdoor Ministries Committee Report

Committee Chairperson - Reverend John Milholland
Charlotte Division Chairperson - Dr. Graham Watt
Salem Division Chairperson - Mr. Fred Poetzinger
WNC Division Chairperson - Mrs. Nancy Thomason
Camp Director - Reverend Albert Day Shaw, Jr.

Camp Grier, owned by the Presbyteries of Charlotte, Salem and Western North Carolina and operated by the Joint Outdoor Ministries Committee, with great joy and gratitude to God announces the successful completion of the 1990 Summer Camping Program. We would like to thank all ministers, DCEs, Clerks of Sessions, secretaries, and parents who promoted the Summer Camping Program and helped make Camp Grier **"THE PLACE TO BE"**. We had the largest enrollment in the history of Camp Grier and at the same time experienced a wonderful sense of community, nurture and Christian growth with staff, volunteers and campers. All expectations were more than realized. The following is an analysis of the last nine years of camping at Camp Grier:

	1982	1983	1984	1985	1986	1987	1988	1989	1990
SUMMER CAMPERS:	546	606	620	754	772	776	925	995	1124
INNER CITY CAMPERS:	127	136	131	100	131	130	120	116	119
HANDICAP CAMPERS:	0	17	33	33	30	50	60	0	64
BAND CAMPS:	95	0	85	0	93	50	92	54	0
OTHER CAMPS:	0	0	0	0	0	50	155	140	166
TOTALS:	768	759	869	887	1026	1056	1352	1305	1473

Since the Summer Staff and Volunteers are the people who make Camp Grier **"THE PLACE TO BE"** we want to thank them and commend them for a job of Christian ministry - "Well done thou good and faithful servants". Those who ministered in the name of Jesus Christ to our youth and each other are:

SALEM PRESBYTERY

NAME	CHURCH	VOL.	PAID STAFF
Susan Allred	Unity, Woodleaf	Counselor	
Mike Ashley (2 Wks.)	John Calvin	Counselor	
John Barksdale	North Wilkesboro		Staff
Chris Baucom	Clemmons	Counselor	
Maxine Bowman	Salisbury, 1st.	Nurse	
Robert Bowman	Salisbury, 1st.	Counselor	
Steve Brodie	Salisbury, 1st.		Staff
Jim Davidson (4 Wks.)	Mooresville, 1st.	Counselor	
Natalie Dobbins	Beulah		Staff
Rev. Carlton Eversley	Dellabrook	Pastor	
Rev. Bob Fiedler	Clemmons	Pastor	
Carol Finley	N. Wilkesboro		Staff
Kristen Gleason	Mooresville, 1st.		Staff
David Goodman	Boone, 1st.	Canoe	
Doug Goss (3 Wks.)	Lansing	Counselor	
Ginny Godwin	Mt. Airy	Counselor	
Dana Harrison	Wilkesboro		Staff
Emily Hunt	Beulah		Staff
Rev. Guy Hunt (2 Wks.)	Beulah	Pastor	
Sarah Hunt	Beulah	Counselor	
Kenneth Mansfield	Clemmons	Counselor	
Amy McCoy	Boone, 1st.		Staff
Brooke Morgan	Salisbury, 1st.	Counselor	
Teresa Parrish	John Calvin	Counselor	
Chuck Patterson	Thomasville, 1st.		Staff

Scott Quesenberry	Lexington, 1st.	Counselor	
Chas Radar	Mooresville, 1st.	Sailing	
Ginny Rogers	Mooresville, 1st.		Staff
Holli Shular	Centre		Staff
Barbara Templeton	Mooresville, 1st.		Staff
Angie Thomas	Beulah		Staff
Linda Thurston	Salisbury, 1st.	Nurse	
Steve Thurston	Salisbury, 1st.	Counselor	
Rev. Rocky Ward	Boone, 1st.	Canoe	
Adina Watkins	Beulah		Staff
Felicia Waugh	Beulah		Staff
Dorcas Williams	Trinity, W-S	Counselor	
Tom Klugh	Lutheran		Staff
Mark McRacken	ARP		Staff
Danny Plyler	Methodist	Counselor	
Scott Plyler	Methodist		Staff
Angela Terry	Baptist		Staff

Your 1990 Summer Staff ministered to campers and each other over an (eight) seven week period. We feel that one of the strengths of summer camping at Camp Grier is the fact that we need and value volunteers from the churches of Charlotte, Salem and Western North Carolina Presbyteries. This ministry allows ministers, DCEs and lay people an opportunity for ministry with our youth, as well as, promotes local church involvement in the camping program. Local church involvement allows for ownership of the camping program, input for program ideas and helps to keep the cost of camper fees down. Without volunteers we would not have a summer camping program at Camp Grier.

SUMMER CAMPING PARTICIPATION 1990

Participants	Campers	Volunteers	Paid Staff	Total
Charlotte Presby.	507	35	8	550
Salem Presby.	285	30	19	334
WNC Presbytery	371	21	18	410
Inner City	119	0	0	119
Other	0	4	5	9
Total 1990	1282	90	50	1422
Total 1989	1111	70	43	1224

SALEM PRESBYTERY

Church	# Campers	# Vol.	# Paid Staff	Total
Back Creek	1	0	0	1
Beulah	6	3	5	14
Boone, First	8	2	1	11
Buffalo	1	0	0	1
Clemmons	2	3	0	5
Concord	3	0	0	3
Covenant (W-S)	1	0	0	1
Cross Roads	2	0	0	2
Dellabrook	8	1	0	9
Elkin	4	0	0	4
Fairview	1	0	0	1
Fieldstone	4	0	0	4
Forest Park	1	0	0	1
Franklin	3	0	0	3
Grace	7	0	0	7
Greensboro, First	3	0	0	3
High Point, First	2	0	0	2
Highland	2	0	0	2
Jamestown	4	0	0	4
John Calvin	3	3	0	6
Kernersville, First	2	0	0	2
Lansing	0	3	0	3
Lexington, First	5	1	0	6

Lexington, Second	5	0	0	5
Love Valley	12	0	0	12
Mocksville, First	4	0	0	4
Mooresville, First	28	5	3	36
Mt. Airy, First	7	1	0	8
Mt. Jefferson	4	0	0	4
North Wilkesboro	6	0	2	8
Parkway	7	0	0	7
Pilot Mountain, First	7	0	0	7
Prospect	10	0	0	10
Salisbury, First	20	5	1	26
Shiloh, Statesville	2	0	0	2
Spencer	2	0	0	2
St. Paul	1	0	0	1
Statesville, First	14	0	0	14
Third Creek	5	0	0	5
Thomasville, First	12	0	1	13
Thyatira	4	0	0	4
Trinity, W-S	0	1	0	1
Unity, Woodleaf	10	1	0	11
Wilkesboro Chapel	2	0	1	3
Winston-Salem, First	7	0	0	7
Buddies from other churches	21	1	4	26
TOTAL	**269**	**30**	**19**	**318**
Cancellations	16			16
Total Activity	285			334

The 1990 Summer Program involved the following number of churches from each owning Presbytery. This figure includes campers, volunteers, staff members and buddies from non-Presbyterian churches.

Presbytery	Presbyterian	Other	Total
CHARLOTTE PRESBYTERY	64	30*	102
SALEM PRESBYTERY	47	21*	68
PRESBYTERY OF WNC	56	16*	72
INNER CITY	0	76*	76
OTHER	0	9	9
TOTAL	**167**	**143**	**310**

*Estimated

IMPROVEMENTS AT CAMP GRIER

We are involved in a landscaping project which involves seeding of grass, gravel paths with landscaping timbers and split rail fencing with mulching. We have built a winterized two story building, consisting of bath house and upstairs meeting room. This building is located adjacent to Cedar Lodge which is now complete. Two Bunk Houses have been built which will house twenty persons to make a winterized retreat center in addition to our main Camp winterized retreat center. We can now minister to 150 persons in our main camp area, year round, and an additional 56 in our newly completed winterized Rustic area. Landscaping of Bunk Houses, Cedar Lodge and Winterized Bath House/Meeting Room are near completion. Our four Rustic Units with electricity are available for rental usage in the Spring and Fall and will sleep 86. We are seeking to improve the Camp Grier facility so that Churches of the owning Presbyteries can discover and use our unique facility.

In 1990 we have replaced two Camp vehicles and bought an office trailer which is now in use. The new Camp Office, which is an office mobile unit, will be customized to fit into the main Camp area and look like it belongs. It was purchased by Camp Grier in an act of stewardship. (We would rather have built a building, consisting of office and meeting space [estimated cost of building: $70,000; cost of office mobile unit: $7,200. We have saved our owning Presbyteries $62,800]).

Plans are underway to add a room to our maintenance persons house as well as build two Bible study shelters. The Camp Grier Joint Outdoor Ministries Committee will meet in October to develop a five year plan for future development and begin work on the 1992 budget.

RETREAT PROGRAMS

This fall Camp Grier is being used by the churches of our Presbyteries, as well as, outside groups for retreats, workshops, officer training and conferences. Early reservations are usually necessary - however, do not hesitate to inquire late, since reservations are sometimes cancelled by groups. **A REMINDER** - All lodges and cottage have been renovated with new beds and tiled bathroom/showers. Cedar Lodge, the new bathhouse/meeting room and bunk houses are winterized and heated with electric heat. We are not Holiday Inn, but where can you go for $16.45 (1990) for three meals and one night's lodging in the newly landscaped setting of Camp Grier in the beautiful mountains of Western North Carolina.

We invite you to come to Camp Grier for a visit to experience for yourself the new look and to discover that Camp Grier is **"THE PLACE TO BE"**. The churches of Charlotte, Salem, and Western North Carolina can help the summer camping/retreat ministry of Camp Grier in the following ways:

1. Pray that God will give guidance and wisdom to those who are making decisions concerning the management of Camp Grier and its programs.

2. Pray that God will give guidance and wisdom as the 1991 summer staff are selected.

3. Help to recruit paid staff and volunteer staff from your church for the summer camping program by providing the Camp Director with a list of names of interested persons. Paid staff and volunteers must be at least 18 years of age with one year of College.

4. Support the summer camping program by promoting Christian camping for our youth and the opportunity for service of adults as volunteers through newsletters, church bulletins, bulletin boards, and announcements from the pulpit.

5. Budget funds for 1991 to assist the youth of your congregation to attend Camp Grier next summer. Partial scholarships are available through Camp Grier for those who have a real need.

6. Take advantage of your camp and plan a retreat. Come and discover your camp in the beautiful mountains of North Carolina.

7. Schedule the slide presentation on Camp Grier for your church this fall, winter, or spring. Family night suppers, church school hour or special gatherings are good times for camp programs.

8. Invite the Camp Director, the Reverend Albert Day Shaw, Jr., to your church to preach and/or talk about your camping program.

ACTIONS:

1. Presbytery gave thanks to God for a very successful 1990 summer camping program at Camp Grier and pray for the spiritual growth of the staff and the 1,240 campers who attended.

2. Presbytery expressed its appreciation to those who served as volunteer counselors, pastors, educators, paid staff, and helpers during the 1990 program.

Camp New Hope and Presbyterian Point
Joint Outdoor Ministries Report

Division Moderator - Mr. Fred Poetzinger
Salem Committee Moderator - Reverend Wyatt Aiken
Interim Staff Associate - Reverend Paul Ransford

Camp New Hope and Presbyterian Point are equally owned by New Hope and Salem Presbyteries. Both facilities have enjoyed an excellent summer season. Although breakdowns of participation figures by Salem congregations and members are incomplete at the time of this writing, totals show excellent support and interest in both programs.

The following figures show the church groups using camp New Hope and Presbyterian Point so far in 1990 along with the Salem churches who have used the facilities.

1990 PRESBYTERIAN POINT RETREAT USAGE PATTERNS

TYPE GROUPS	TOTAL GROUPS	%
Presbyterian	47	50%
Non-Presbyterian Churches	23	25%
Non Churches	23	25%
	93	

Presbyterian Usage (50% of total use)

Salem Presbytery	12	26%
New Hope Presbytery	35	74%
	47	

1990 CAMP NEW HOPE RETREAT USAGE PATTERNS

TYPE GROUPS	TOTAL GROUPS	%
Presbyterian	33	13%
Non-Presbyterian Churches	24	9%
Non Churches	202	78%
	259	

Presbyterian Usage (13% of total use)

Salem Presbytery	13	39%
New Hope Presbytery	20	61%
	33	

CAMP NEW HOPE'S REPORT OF
SALEM PRESBYTERY RETREAT USAGE

RESV. #	CHURCH NAME	CITY	TOT PPL	GROUP TYPE
43	Salem Presbytery	Whitsett	0	C
60	New Creation	Greensboro	0	F
				3.5
77	Guilford Park	Greensboro	22	W
114	Griers/Pleasant Grove	Durham	38	F
128	Salem Presbytery	Clemmons	24	C

137	Westminster	Burlington	16	F
147	Glenwood	Greensboro	30	Y
163	Guilford Park	Greensboro	0	W
175	Salem Presbytery	Greensboro	2	C
211	Guilford Park	Greensboro	0	J
223	Alamance	Greensboro	0	F
234	Starmount	Greensboro	0	Y
236	Graham	Graham	0	A

Definition of Group Type Codes
m=men's f=family y=youth a=adult d=day c=committee w=women's

*Groups who have a 0 in the TOT PPL column have reservations but their retreat has not occurred as of this report.

Salem Presbytery Church Usage of Summer Program

Church	Total Campers
Alamance	10
Buffalo	2
Burlington First	15
Church of the Cross	2
Community in Christ	2
Eden First	1
Faith	3
Forest Hills	20
Graham	8
Greensboro First	22
Guilford Park	6
Hawfields	2
High Point First	7
Jamestown	4
Lexington First	1
Madison	5
Mebane	15
Memorial	1
Mocksville First	7
Parkway	2
Siler City	1
Starmount	13
Vandalia	4
Westminster	2
Total of campers	155

Total Number of Campers Registered for 1990 650

Total Number from New Hope Presbytery	260
Total Number from Salem Presbytery	155
Total of Non-Presbyterians	189
Total Number of Social Service	46

Two matters of concern are being addressed at our facilities. Camp New Hope is repairing and upgrading its septic system. The loan cost will be retired through future budgets. Camp Grier experienced flash flooding August 25. Assessment of the costs of repairing the damages is still being studied.

Our thanks to the Salem Committee folk under the leadership of the Rev. Wyatt Aiken for Camp New Hope and Presbyterian Point and the Rev. John Milholland for

Camp Grier. The joint partnerships are moving through their formative stages effectively. We anticipate the final Staff Associate position (for Camp New Hope and Presbyterian Point) to be filled October 2 at Salem Presbytery's meeting.

NOMINATIONS COMMITTEE
Jim Frazier, Moderator

The Committee has worked hard to fill vacancies in the structure and appreciates the willingness of our nominees to serve. We request your help by completing the "Help Us Fill In The Blanks!" form distributed at Presbytery Meeting.

The Committee will be starting the process soon of Nominating Commissioners and Youth Advisory Delegates to to Synod and General Assembly. It is our intention with General Assembly Commissioners to nominate only those ministers or elders suggested either by self recommendation or recommendation by the Sessions.

The transition period for the following committees has been particularly demanding, the startup phase in 1989 especially confusing, and the need for continuity still at a vital state, the Nominations Committee (upon the request of these committees) makes the following recommendation:

ACTION 1:

The Presbytery suspended its rules one time only regarding the Moderators of the Church Development Committee, the Hunger Committee, the Committee on Ministry and the Committee on Preparation for Ministry allowing each to serve a third year in that office.

Believing that committees can best choose their own moderator, the Nominations Committee makes the following recommendation which will be decided in the February, 1991, meeting (requires 2/3 majority).

RECOMMENDATION:

That the Mission Design be amended to allow presbytery committees the freedom to nominate and elect its moderator from within its own committee.

ACTION 2:

Salem Presbytery elected the following nominees to fill vacancies in the structure as stated.

Presbytery Moderator - 1991: _____

Presbytery Vice-Moderator - 1991: Mr. Rudy Boone

Council

Moderator: _____

Class of '91 At Large Members
Ms. Virginia Cornett - Greensboro

Class of '93 At Large Members
Ms. Creala Goodman - Salisbury
Mr. Murray White - High Point
Rev. Jack Reckard - Greensboro
Ms. Suzanne Thomason - Yadkinville

Administrative Services Division

Moderator: Rev. Bob Matthews

Church Development Division

Moderator: _____

Church In The World Division

Moderator: _____

Congregational Life Division

Moderator: Rev. Patricia Stewart

Outdoor Ministries Division

Moderator: _____

Adult Ministries Committee

Moderator: Ms. Wendy Yoder

Class of '92
Mr. Walter Bean - High Point

Class of '93
Mrs. Elaine Button - Greensboro
Mrs. Delores Parker - Greeensboro
Mr. David Downs - Winston-Salem
Mr. Whit East - Winston-Salem

Budget and Finance Committee

Moderator: Rev. Don Lannon

Class of '93
Rev. John Milholland - Statesville
Ms. Sarah Nichols - Burlington
Mr. Don Mitchell - Greensboro
Mr. Robert Rush - High Point

Children's Ministry Committee

Moderator: _____

Class of '91

_____

Class of '92
Mr. Harry Hamilton - West Jefferson

Class of '93
Mrs. Harriett Gilbert - Statesville
Mrs. Ada Brown - Winston-Salem
Ms. Margaret McKnight - Greensboro
Mrs. Rebecca Lee-Andrews - Statesville

Church Development Committee

Moderator: Steve Hundley (See Recommendation 1)

Class of '92
Rev. Ed Lewis - Mooresville

Class of '93
Mr. Bob Oates - Lexington
Rev. Steve Hundley - Mooresville
Mr. Bill Hylton - High Point

Committee on Ministry

Moderator: Jud Milam (See Recommendation 1)

Class of '93
Rev. Jud Milam - Winston-Salem
Rev. Ivan Lowery - Kannapolis
Mrs. Marian Greeson - Thomasville
Mr. Mitchell Causey - Greensboro
Rev. Bill Knox - Boone
Rev. Bill Weckerly - Graham
Mr. E. L. Patterson - Winston-Salem
Mr. John Barney - Greensboro

Committee on Preparation for Ministry

Moderator: Rev. Z. Holler (See Recommendation 1)

Class of '93
Rev. Z. Holler - Greensboro
Rev. Ann Hoch - Durham
Rev. Carole Chase - Elon College

Committee on Representation

Moderator: Ms. Martha Smith

Class of '91

Class of '92

Class of '93
Ms. Claire Morehead - Greensboro
Mr. Tom Vinson - Mebane
Dr. Jung Kim - Greensboro

Communication Committee

Moderator: Rev. David Lee-Andrews

Class of '92
Rev. Ron Smith - Lexington

Class of '93
Rev. David Lee-Andrews - Statesville
Mr. Bill East - Winston-Salem

Criminal Justice

Moderator: Rev. Ann Jahnes

Class of '92
Mr. Bud Alexander - Yadkinville

Class of '93
Rev. George Hunter - Salisbury
Rev. Scott Girard - Statesville
Mrs. Betsy Brown - Winston-Salem

Ecumenical Relations Committee

Moderator: Rev. Bob Freeman

Class of '93
Rev. Steve Pharr - Winston-Salem
Mr. Frank Fuller - Salisbury
Rev. Roger Marrow - Salisbury

Educational Ministry Committee

Moderator: _____

Class of '92

_____

Class of '93
Mrs. Sally Bullock - Salisbury
Mr. Fred Ward - Winston-Salem

_____

_____

Evangelism Committee

Moderator: Mrs. Linda Thurston

Class of '92
Rev. Jesse Bledsoe - Pilot Mountain - to replace Rev. George Neal

Class of '93
Rev. McLean Faw - Greensboro
Rev. Karen Pearson - Statesville
Rev. Bob Lewis - Salisbury

Examinations Committee

Moderator: Rev. Ed Brammer

Class of '92
Rev. Jamie Pharr - Clemmons - to replace Ms. Catherine Bonner
Rev. J. Herbert Nelson - Greensboro - to replace Mrs. Marydell Bright

Class of '93
Rev. Scott Woodmansee - High Point
Mrs. Marge Monroe - Greensboro
Rev. Jim Eller - Greensboro
Rev. Woody Alexander - Statesville

Goals and Evaluation Committee

Moderator: Mr. Aaron Clinard

Class of '93
Rev. Dusty Fiedler - Clemmons
Rev. Carter Gillespie - Greensboro
Ms. Ella Mae Phelps - Winston-Salem

Higher Education Committee

Moderator: Rev. Rocky Ward

Class of '91
Mrs. Betty Lake Cauthen - Winston-Salem - to replace Mr. William Opdykke

Class of '92
Mr. Milton Spann - Boone - to replace Rev. George Neal

Class of '93
Rev. Rocky Ward - Boone
Rev. John Eliason - Burlington
Mrs. Greta Conner -

Hunger Committee

Moderator: Rev. George Carpenter (See Recommendation 1)

Class of '92
Rev. John Brearley - Elkin

Class of '93
Rev. George Carpenter - Greensboro
Mrs. Helen Branford - Greensboro
Mr. Clarence Jolly, Jr., Greensboro

International Missions Committee

Moderator: _____

Class of '93
Rev. Bill Morrison - Spencer
Mrs. Harriet Lipe - Mooresville

Outdoor Ministries Division

Moderator: _____

Class of '91 Members At Large
Rev. Sam Fudge - Hillsboro

Class of '92 Members At Large
Mr. Lee Woods
Rev. Wyatt Aiken

Class of '93 Members At Large
Rev. Bob Bryant
Mr. Robert Bowman

Camp Grier Committee

Moderator: _____

Class of '91
Rev. John Milholland - Statesville
Mr. Phifer Johnson - Mooresville
Rev. Guy Hunt - North Wilkesboro

Class of '92
Mr. Charles England
Mr. Marvin Norman

Class of '93
Ms. Stella Efird - Greensboro

Camp New Hope/Presbyterian Point Committee

Moderator: Rev. Wyatt Aiken - Mebane

Program Committee

Class of '91
Mr. Bill Chase - Greensboro
Mrs. Darryl Ray - Jamestown

Class of '92
Mrs. Sammie Braxton - High Point
Rev. Wyatt Aiken - Mebane

Class of '93
Rev. Warren Brannon
Mrs. Evelyn Edwards

Property Committee

Class of '91
Mr. Reggie Blackburn - Greensboro
Mr. Julian Bladock - Sophia

Class of '92
Mr. David Anderson - Mocksville
Mr. Allan Cannon - Greensboro

Class of '93
Mr. Robert Thaxton
Mr. Robert Floyd

Peacemaking Committee

Moderator: Rev. Chris East - Greensboro

Class of '93
Mrs. Lilliesteen Harris - Salisbury
Mrs. Betty Lowrance - Mooresville

Permanent Judicial Commission

Moderator: Rev. Norman Whitney - Graham

Class of '96
Rev. Rob Evans - North Wilkesboro
_____

_____

Personnel Committee

Moderator: _____

Class of '93
Mr. Fred Tatum - Statesville
Mrs. Sheila Wright - Taylorsville
Mr. Mitchell Mack - Mooresville

Professional Development Committee

Moderator: Rev. Lucius Gray - Greensboro

Class of '93
Rev. Jim Wilson - Greensboro
Rev. Rus Howard - Greensboro
Mr. John Johnson - Burlington

Racial Ethnic Committee

Moderator: Mrs. Catherine Carr

Class of '93
Mrs. Catherine Carr - Cleveland
Ms. Aurelia Young - Mooresville
Rev. Sam Stevenson - Winston-Salem

Resource Center Committee

Moderator: Rev. Steve Snipes - North Wilkesboro

Class of '93
Ms. Ida McCaskill - Winston-Salem
Ms. Hazel Connelly - Greensboro
Ms. Ada Settles-Brown - Winston-Salem
Ms. Martha Young - Winston-Salem

Singles Ministry Committee

Moderator: Rev. Stan Voth

Class of '91
Ms. Rhonda Johnson - Winston-Salem - to replace Mrs. Helen Hooper
Ms. Janet Schmitz - Greensboro - to replace Rev. Katy Reed

Class of '93
Rev. Stan Voth - Winston-Salem
Ms. Irma Spigner - Winston-Salem
Ms. Carolyn Wright

Small Church Support Committee

Moderator: Rev. Bill Sosebee - Lexington

Class of '93
Rev. James Henderson - Statesville
Ms. Anne Neely - Asheboro
Mr. Don Hart - Mooresville

Social Justice Committee

Moderator: Rev. Mary Boyd Click - Eden

Class of '92
Rev. Guy Hunt - Wilkesboro - to replace Rev. Gray Clark

Class of '93
Rev. Charles Fitzpatrick - Asheboro
Rev. Mary Boyd Click - Eden

_____

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Spiritual Formation & Enrichment Committee

Moderator: Rev. Tom Miller - Statesville

Class of '93
Rev. Tom Miller - Statesville
Rev. Bob Lee - Greensboro

Stewardship Education Committee

Moderator: Rev. Bob Fiedler - Clemmons

Class of '92

_____ to replace Mr. Ron Gobble

Class of '93
Rev. Steve McCutchan - Winston-Salem
Rev. Bob Fiedler - Clemmons

_____

Women's Ministry Committee

Moderator: _____

Class of '91

_____ to replace Julia Doub

Class of '92
Ms. Blanche Morrison - Pittsboro - to replace Ms. Margaret Eckerd

Class of '93
Rev. Jan Briscoe Flagg - Winston-Salem
Mrs. Gayle Knox - Boone
Ms. Creola Goodman - Salisbury

Worship & Music Committee

Moderator: _____

Class of '93
Mr. Don Armitage - Winston-Salem
Ms. Julia Richmond
Rev. Susan Dobyns

Youth Ministry Committee

Moderator: Rev. Fred Coates - Mooresville

Class of '91
Ms. Dottie Metropol - Salisbury

Class of '93
Rev. Fred Coates - Mooresville
Mr. Tom Boyles - High Point
Ms. Lucille Batts-Little - Winston-Salem

Synod Committees

Nominations

_____

_____

_____

Speer Fund

_____

General Assembly

Education & Congregational Nurture Ministry Unit
Mr. John Hamil

BARIUM SPRINGS HOME FOR CHILDREN PRESENTATION
Earle Frazier, Director

Warren Brannon introduced Earle Frazier, Director of Barium Springs Home for Children, who spoke to the presbytery regarding the Home's Centennial Celebration.

ADMINISTRATIVE SERVICES DIVISION
Rosa Yourse, Moderator

BUDGET AND FINANCE COMMITTEE
Don Lannon, Moderator

The Budget and Finance Committee has begun the Budget Development Process for 1991. We ask all to note the following dates:

Wednesday, November 7, Program Hearing
Saturday, December 8, Budget Hearing

Preliminary budget figures indicate that there is need for a minimum 3% increase in Benevolence Giving in 1991 just to balance the current expenses. A 3% increase will not allow for an increase in spending above the current level.

After making a study of the current level of giving among communicants in our Presbytery, it was discovered that there is a broad range in communicant giving--$1.64 to $156.96 per member. Even among churches of like size the giving pattern varies widely.

Therefore, we make two recommendations with regard to 1991 Benevolence Giving:

ACTIONS:

1. Churches currently giving at or above the average amount for churches of similar size were asked to increase their 1991 Benevolence by 3% over their 1990 pledge.

2. Churches currently giving significantly below the average for churches of similar size were asked to bring their giving up to at least the average level of giving among churches in that category within a period of three years. (A 3% increase will be the minimum asking from any church.)

PERSONNEL COMMITTEE
Jim Eller, Moderator

The Personnel Committee met on August 23, 1990, to do its annual review of the work of Carter Shelley, Associate for Care and Development of Leadership. The review was based upon information gathered from selected persons in Salem Presbytery with whom Carter has worked, the Executive Presbyter, insights of the Personnel Committee members gained through our continuing communications and support of Carter, and Carter's own personal statement of self evaluation. Carter is perceived to be a hard worker, sensitive, caring, and creative. She has made efforts to improve her skills in management and scheduling, but she feels some frustration at not having as much time as she would like to spend with clergy who are hurting and need pastoral care. The Committee rejoices that a donor has been found to provide Carter a kidney transplant which is scheduled for December 10. At its next meeting, September 26, the Committee voted to ask Carter to take a medical leave with pay so that she might have a chance to recover from some persistent infections, thus insuring good success for her transplant surgery in December. This leave will begin on October 15, 1990, and continue through her recuperation following surgery. Mr. Eller stated that the arrangement with Ms. Shelley will not be an enforced leave, but the Committee will work with her to provide for her best health at the time of the surgery.

The annual review of Hewon Han, Associate for Congregational Life, was performed in the Personnel Committee meeting of September 26. Information for Hewon's review was gathered from sources similar to those for Carter Shelley. Hewon is perceived to be a very well organized person who possesses a deep faith which is expressed through his work. Hewon is seen as a hard worker who has the ability to get things done. One person commented, "He is not only a starter but also a finisher." Hewon requested that salary increases become effective at the beginning of the calendar year rather than on the anniversary date of employment as is now the practice. The Committee will refer this request to the Budget and Finance Committee as well as Council.

ACTIONS:

1. Carter Shelley, Associate for Care and Development of Leadership, was commended for her job performance over the past year; and a prayer of thanksgiving, intercession, and healing was offered for her at an appropriate time during the meeting.

2. Hewon Han, Associate for Congregational Life, was commended for his job performance over the past year; and that a prayer of thanksgiving and intercession was offered for him at an appropriate time during the meeting.

GOALS AND EVALUATION REPORT
Aaron Clinard, Moderator

The Goals and Evaluations Committee has studied carefully the needs for and a variety of methods to accomplish the setting of goals for Salem Presbytery. We have begun a survey of the committees of Presbytery seeking their own evaluation of their work to date, as well as, their views of the areas of the Presbytery's mission which should have the highest priority. We are receiving a good response and the results will be announced later in the goal-setting process.

The Committee has analyzed a number of models for setting goals used by other presbyteries, talked to an experienced consultant, and thoroughly discussed Salem's unique makeup and needs. The next step is to gather a broad sample of the views of our member churches about Salem Presbytery's goals and priorities.

The Goals and Evaluations Committee is excited about visits to be made to every congregation to survey needs that can best be met by Presbytery in supporting the mission of each local church. We believe that the way to set the priorities for the work we do together as Salem Presbytery is through listening to the dedicated leaders of our local churches.

ACTION:

Salem Presbytery requested each of our churches to respond positively when asked to schedule a meeting with a goals/survey team in early 1991, and when asked to submit names of individuals to comprise survey teams.

WORSHIP AND COMMUNION

At 11:30 a.m. the Presbytery joined in a service of Worship and Communion led by Scott Woodmansee. The preacher was Alice Kyei-Anti from Ghana. Mrs. Judith Millar was the organist. Other participants were Rev. Lisa Mullen, Rev. Paul Ryoo, and Elders of First Presbyterian Church and St. Paul Presbyterian Church, High Point.

LUNCH

Following announcements and Prayers of Thanksgiving and remembrance of departed elders and ministers (Appendix D, pp. 206-207), the Presbytery was recessed for lunch at 12:30 p.m.

AFTERNOON SESSION

At 1:15 the Presbytery reconvened with Prayers of Intercession led by Paul Ransford.

EXAMINATIONS COMMITTEE
Edwin C. Brammer, Jr., Moderator

RECEPTION OF ANN I. HOCH

ACTION:

Salem Presbytery examined and received Ann I. Hoch into membership.

a. The Rev. Ann Hoch was received from New Brunswick Presbytery; and she was given permission to labor outside the bounds as Director of Student Life and Associate Director of Field Education at Duke Divinity School.

b. Her credo which follows was approved.

I want to declare from the beginning that I see myself as a practical theologian and not as a systematician. Consequently, my statement hinges on the praxis of faith. I believe I encounter the Risen Christ in proclamation, sacraments and mission. (The introduction and background for this approach I propose to tell you about in person.) For the time, let me explain that by proclamation I mean any testimony to the Gospel but particularly to the scripture read and interpreted as in preaching. Baptism and the Lord's Supper are the sacraments to which I refer. And mission is the ongoing witness of Jesus Christ to the world through the community of faith. All of these acts imply individual activity within the context of community.

In order to explain how it is that my faith in Jesus Christ is shaped by encounters with him in proclamation, sacraments and mission, I am going to use some categories most often associated with the sacrament of the Lord's Supper. The categories are: Thanksgiving to God the Father; Anamnesis or Memorial of Christ; Invocation of the Spirit; Community of the Faithful; and Coming of the Kingdom.

Thanksgiving to God the Father - I believe God has and continues to create, redeem and sanctify the Church and the world in spite of human sinfulness and that God will bring the Kingdom to fulfillment. Thanksgiving to God is the response elicited in:

- proclamation that celebrates the presence of God in past deeds (especially in Jesus Christ) which are revealed in scripture and the Church; that points, by the power of the Holy Spirit, to the reality of God's promise in today's world; that expresses hope for the fulfillment of God's will.
- sacraments that allow me to present myself as an offering of sacrificial praise, forgiven through Christ and united with others by the Spirit.
- labor that includes my work in helping bring about a community of justice, love and peace.

Anamnesis of Memorial of Christ - I believe Jesus Christ is the Son of God who lived, died and rose from the dead and accomplished, once and for all, sacrifice for human sinfulness. In recalling his acts, my faith is affirmed by:

- proclamation that bears witness to Jesus' incarnation, servanthood, ministry,teaching, suffering, sacrifice, resurrection, ascension and sending of the Spirit; that refers to the present efficacy of Christ's work; and that prophesies the consummation of his deeds.

- the sacraments, which not only remember Jesus' baptizing and sharing of a meal, but also allow me to participate in the representation and anticipation of new life and communion in his real presence; and which, when accepted in faith by me or on behalf of me, unite me with the continual intercession of the risen Lord.

- mission that empowers me and others to live and suffer with Christ, to pray through him, and to be a servant of reconciliation in the world.

Invocation of the Spirit - I believe in the Holy Spirit and affirm the union among the Spirit, God, and Jesus Christ. The Spirit is the power which continues to make God's work effective, to make Christ's presence known, and to bind together faithful people in the Church. By the Holy Spirit:

- proclamation becomes the living Word of God for me in a particular time and place. In other words, Jesus' deeds, the words of scripture or preaching becomes efficacious in demonstrating Divine will.

- the sacramental water of baptism assures me of forgiveness and designates me as one in fellowship with Christ; and the bread and wine of the Lord's Supper become sacramental signs of Christ's body and blood which nourish me in faith for the living of these days and for hope in the future.

- the mission of the Church is blessed and renewed, led to truth and unity, and is strengthened to fulfill its work in the world.

Community of the Faithful - I believe the Church is called to be the community of the faithful, to make manifest the love of Jesus Christ, and to prefigure God's heavenly Kingdom. It is a humanly and divinely composed body. As the church militant, the community seeks to work out God's will in the world. As the church triumphant, the community is undergirded by the communion of saints. The nurturing of my faith has been enhanced by the community in:

- proclamation that demonstrates and effects oneness in Christ among believers and demands reconciliation and sharing in all aspects of life.

- sacraments that embrace me and all believers and involve us in discerning how the renewed grace of God restores us and requires us to minister to others.

- mission that beckons me to share in a particular place in intercession, forgiveness, charity and love.

Coming of the Kingdom - I believe in God's promised final renewal of creation as the Kingdom of God. The Kingdom of God has qualities of already having been accomplished in the resurrection of Jesus Christ and of not yet having been fully consummated. I believe the Kingdom of God can be discerned in signs of God's grace in the church and the world and can be anticipated in the promised new creation when:

- proclamation celebrates the reality of God in our midst and inspires us to hope and to a vision of a better world.

- the sacraments bring to us in the present a new and transforming reality of Christ and unite us with those who are with Christ in the Resurrection.

- mission compels us to unite ourselves with the outcast as signs of Christ's love and sacrifice.

c. Ms. Hoch was instructed to sign the obligations required of a minister to be enrolled in Presbytery.

RECEPTION OF WILLIAM FRANK LAWRENCE, JR.

ACTION:

The Presbytery examined and received William Frank Lawrence, Jr., into membership in Salem Presbytery as part time Stated Supply at Yadkin United Presbyterian Church.

a. The Rev. William Lawrence was received from the Methodist Church so that he may accept the part-time Stated Supply position at the Yadkin United Presbyterian Church of Mebane. The Rev. Lawrence is a professor at Hood Seminary. He has previously been ordained in the Presbyterian Church.

b. Presbytery approved his credo, which follows:

On my PIF form I said that my theological perspective and my personal beliefs are summed up in (are those of) the Apostles' Creed. For example, my most important belief is in God. "I believe in God." What do I believe in God? I believe that God is the author of all being. I believe that God is omnipotent. I believe that God created everything.

I believe that God wants us to love Him. I believe God must be worshipped. The Church is where God is rightly worshipped. The Church is where the word of God is rightly preached and the sacraments are administered according to the institution of our Lord, Jesus Christ. The Church is the community of believers. The Church is visible and invisible.

I believe that God wants us to love one another.

I believe that God wants us to obey Him. God is my ultimate concern. I put God first in my life.

c. The salary terms based on 16 hours per week are:

Salary	$ 4,022
Housing	3,600
Pension	2,286
Travel	750
Christian Ed./Books	500
	$11,158

2 Weeks Study leave
4 Weeks Vacation

d. Mr. Lawrence was instructed to sign the obligations required of ministers to be enrolled in presbytery.

RECEPTION OF JANET BRISCOE FLAGG

ACTION:

The Presbytery examined and received Janet Briscoe Flagg into membership in Salem Presbytery.

a. The Rev. Janet Briscoe Flagg was received from South Louisiana Presbytery, and was listed as a Member at Large. She is presently not in active service for family responsibilities. She lives in Winston-Salem with her family.

b. Her credo which follows was approved.

I believe in one God who freely, out of fullness and abundance of life, created the world as a celebration of diversity, imagination, freedom, and growth-full change. As human beings created in God's image and born into community, God calls us to choose to live lives of creative obedience in order that the communities to which we belong may reflect what we are led to understand of God's vision for the world.

I believe in Jesus Christ, uniquely the Child of God, whose conception and birth reflects both God's desire to be known by human beings in the intimate particularity of embodied life and God's infinite mystery. Jesus' life was unbroken communion with God, perfectly fulfilling the commandments to love the Lord our God with all our heart, soul, and mind, and to love our neighbor as ourself. Jesus's life is a judgment on our intermittent, broken communion. Jesus' death is witness to the depths of our sin in denying our creatureliness and God's Godliness and to the depths of God's perfect love. Jesus' resurrection is testimony to God's power and graciousness whereby all that would separate us from the love of God in Christ Jesus is overcome, freeing us by and for reconciliation.

I believe in the Holy Spirit, who is present within, among, and beyond us, leading us into all truth and empowering us as witnesses to and agents of God's reconciliation. It is through the Holy Spirit that we are made one - whole and holy - and remembered as the church, the body of Christ. The Spirit brings to our remembrance the promises of God and inspires our reweavings of our lives and stories with the gospel story. The Spirit bears witness to the freedom, mystery, loving judgment and judging love of God.

I believe that the church is the body of Christ and that Jesus Christ is the Head of the church. As God's covenant people, through Christ, empowered by the Spirit, we have been given the ministry of reconciliation in the world. Together we have been given the varieties of gifts necessary for our mission; each of us has been given our particular gift for the common good by the one Spirit.

I believe that the scriptures of the Old and New Testaments are the story of God's journey with God's people. It is in living them together in community that the Spirit reveals their Truth to us, that they become word of God for us, that the Biblical story becomes our story.

c. Ms. Flagg was instructed to sign the obligations required of a minister to be enrolled in presbytery.

RECEPTION OF JAMES T. SHIELDS

ACTION:

The Presbytery examined and received James T. Shields into membership in Salem Presbytery.

a. The Rev. James (Jim) T. Shields was received from Chicago Presbytery, and was listed as a Member at Large. Jim is presently working with the Center for Creative Leadership in Greensboro. He is a graduate of Guilford College and McCormick Theological Seminary.

b. His credo which follows was approved.

I believe in God the Creator who brought order out of chaos, who affirmed creation as good, who liberated Israel, who enriches our lives and surrounds us with care, and on whom we depend for our

daily life. However, because of human sinfulness our relationship with God is corrupted, and we do not live according to God's will. God judges us individually and corporately to be selfish and unfaithful beings who do not live in responsible freedom, and who rely on our own efforts and deeds to justify ourselves. The Good News is that nonetheless, the Creator wills that we be treated mercifully and forgivingly. Therefore, the Creator has offered us a covenant of reconciliation which promises God's continued presence, care, and responsiveness to us.

This covenant of reconciliation is mediated by Jesus Christ. In his life on earth, Jesus was God with us and spanned the distance between humans and God. In his suffering, Christ showed us that we are not alone in our pain. In his death, Christ paid the price that we are incapable of paying for our sins. And in his resurrection, Christ showed us that God's love is victorious and frees us from the burdens and fears of our mortality and alienation.

We are brought into relationship with the Creator and the Christ by the Holy Spirit, who gives life and faith to God's people, who sanctifies us and regenerates us, who brings guidance, solace, celebration, and transformation into the life of God's gathered people, and who works for peace and justice in the world by calling individuals and societies to live according to God's standards.

Through the Holy Spirit, God continues to speak to us through the Holy Scriptures. The Scriptures are the special gift that God has given to us so that we may be informed about God's nature and guided in right living.

The life of the church is to be guided by the Scriptures. In diverse ways and forms, the church is to "preach good news to the afflicted, proclaim release to the captives, and the recovery of sight to the blind, set at liberty those who are oppressed, and proclaim this as the acceptable year of the Lord." The church is to serve God by affirming the faith of our members, by being a catalyst which challenges us to live in the fullness of our faith, and by bearing witness to and carrying the Good News of God's redemptive grace to the world. In the church, we celebrate and lament, we confess sins and experience forgiveness. The church is the gathered community of faith which ordains people from its midst to function as leaders as it seeks to make its faith and tradition come vigorously alive by proclaiming God's Word and by properly administering the sacraments.

The Sacraments are those events of mystery which integrate the vertical and horizontal aspects of our faith. In Baptism, we celebrate the washing away of sins, the dying to the old life and the gift of new life that we all share as we welcome new members into the Body and Ministry of Christ. In Communion, we remember and celebrate the presence of Jesus Christ in our life, a presence which offers us comfort, which binds us to one another, and which renews us, and which challenges us to live in the fullness of the Kingdom of God.

God calls us to be transformed people in faith and practice. We are called to live a new life, a life of grateful stewardship, loving and caring for each other as we love our God.

c. Mr. Shields was instructed to sign the obligations required of a minister to be enrolled in presbytery.

COMMITTEE ON MINISTRY REPORT
Judson Milam, Moderator

In addition to the usual and somewhat ordinary functions of the Committee on Ministry, our Professional Support Subcommittee has been having very good success with its minister to minister visitation program. We are particularly appreciative to all those who have diligently given of their time and energy to

make this work. - - - - - Our Visitation Subcommittee is still in the early stages of this series of visitation in the churches. We encourage each Session to expect and look forward to the time this team is able to sit down with them to discuss their church and the work of presbytery. - - - - - The Vacancies Subcommittee has prepared new packets of information to be used with Sessions of vacant churches, and with Pulpit Nominating Committees. We hope these packets will act as one step toward increasing understanding and easing tensions as a church moves through the difficult time of finding a new pastor. - - - - - The Compensation Subcommittee will very shortly be communicating with all churches regarding the minimum salary structure for 1991. As you may, or may not, remember the suggested minimum salary for 1990 will become the actual minimum salary in 1991. Churches anticipating difficulties should contact the presbytery as soon as possible.

PERMISSION TO LABOR OUTSIDE THE BOUNDS

ACTION:

The Rev. Fran Phillips-Olson was given permission to labor outside the bounds of Salem Presbytery in New Hope Presbytery for the purpose of serving as Interim Associate Minister of Education at the University Presbyterian Church in Chapel Hill, for a period of twelve months. The effective date is August 15, 1990.

HONORABLE RETIREMENT

ACTIONS:

Salem Presbytery approved the Honorable Retirement of the Rev. George Ploger, and the dissolution of his pastoral relationship with the Harmony and Love Valley Presbyterian Churches. The effective date is October 1, 1990.

Salem Presbytery approved a ten minute Service of Retirement for Rev. Ploger.

MINISTERS TRANSFERRING TO OTHER PRESBYTERIES

ACTION:

The following actions of the Committee on Ministry were admitted to the record of Salem Presbytery as its actions:

a. The dissolution of the pastoral relationship between the Rev. Jonathan Lovelady and the Pine Hall and Sandy Ridge Churches, and his transfer to North Alabama Presbytery so that he may accept the Call of the First Presbyterian Church of Florence, Alabama, to be their Associate Pastor. The effective date is August 15, 1990.

b. The transfer of the Rev. John Wilkerson to Charlotte Presbytery so that he may accept the position of part-time interim Chaplain at Queens College. The effective date is September 18, 1990.

INTERIM MINISTERS

ACTION:

The following actions of the Committee on Ministry were admitted to the record of Salem Presbytery as its actions:

a. Approved the Rev. Jamie Stimson as Interim Minister at the Clio and New Salem Presbyterian Churches of Statesville for a twelve month period. The effective date is June 11, 1990.

b. Approved the Rev. Howard Chadwick to continue in the Interim position at First Presbyterian Church of Winston-Salem for an additional twelve month period, pending special permission from the Board of Pensions. The effective date is December 1, 1990.

All interim positions may be terminated in a thirty-day period at the request of either party.

APPOINTMENT OF MODERATORS

ACTION:

The following actions of the Committee on Ministry were admitted to the record of Salem Presbytery as its actions:

a. Approved the Rev. Danny Sharpe as Moderator of the Session at the Yanceyville Presbyterian Church.

b. Approved the Rev. Judson Milam as Moderator of the Sessions of the Pine Hall and Sandy Ridge Presbyterian Churches.

Because the Church Vocations Unit of the Presbyterian Church (USA) has stated there are only 600 vacancies for ministers while more than 2100 Presbyterian ministers are actively seeking to move to new positions, and because seminary graduates and seasoned Presbyterian ministers are finding moves to new calls increasingly more difficult; and because Salem Presbytery averages one to two inquiries weekly from ministers of other denominations who want to become Presbyterians; and because the Committee on Ministry increasingly is concerned about the Presbyterian Reformed tradition being a part of the fabric of our clergy and churches;

ACTION:

Presbytery referred the following recommendation back to the Committee:

That Presbytery approve the following criteria, which shall ordinarily apply to ministers seeking transfer into this Presbytery from other denominations.

- at least one year in an accredited theological school, taking courses complimentary to the Reformed tradition, theology and polity as well as Hebrew and Greek.

- and/or satisfactory completion of the PC(USA) ordination exams in all five areas: Open Book Bible Exegesis, Bible Content, Theological Competence, Worship and Sacraments, and Church Polity.

ACTIONS:

The Rev. William F. Long was approved as Interim Pastor of the Franklin Presbyterian Church. The period of time will be for one year, beginning September 17, 1990. Either party may terminate the agreement with a 30-day notice.

The Rev. Harold F. Waldruff was granted Honorable Retirememt effective December 31, 1990; and the pastoral relationship between Harold F. Waldruff and the Madison Presbyterian Church was dissolved as of that same date.

CHURCH DEVELOPMENT COMMITTEE REPORT
Steve Hundley, Moderator

The Church Development Committee of Salem Presbytery has been very busy these last few months. On September 10-11, the Committee participated in a workshop on Church Redevelopment with Tom Dietrich, Associate Director for Redevelopment for the Presbyterian Church (USA).

Presently, we are involved in a redevelopment project with a church, possibly churches in the High Point-Greensboro area. We have made seven on-site visits to possible future redevelopment projects and one on-site visit to a possible new church development site.

The Committee is continuing to work with the Korean First Presbyterian Church (NCD) as they secure their church property. We have given the church a $5,000 program grant and are exploring other funding possibilities through Synod and General Asembly sources.

Today, we come to you with a recommendation regarding the Mt. Tabor Presbyterian Church, Cleveland, NC.

Mt. Tabor Church was organized in 1867. The present facility is a 4500 square foot brick structure comprising five (5) classrooms, two (2) storage cubicles, a small office and kitchen, an overflow room and sanctuary which will seat 250. Its present membership is 213. While its membership has remained constant over the past five (5) years, the church has experienced phenomenal financial growth.

The people of this church believe that the Church of the future, especially the Black church, loses its viability if it does not equip the saints to be spiritually served, educationally able, physically well, socially active and internationally involved. The church proposes to add an educational unit to its present facility. This multi-purpose building will provide the vehicle by which this church will respond to some of the needs of its members and community.

ACTIONS:

1. Presbytery approved a loan to the Mt. Tabor Church in the amount of $30,000 (details to be completed by the Budget and Finance Committee).

2. Presbytery approved a General Assembly Interest Support Loan to the Mt. Tabor Church of $45,000.

3. Presbytery approved a Commercial Loan of up to $200,000.

Beulah Presbyterian Church is a 45-member congregation in North Wilkesboro, North Carolina. Though small, this congregation provides a vital witness to the

community of Presbyterian Church through its benevolence contributions and has increased its giving by 25% over the past five years. The church became self supporting (no longer requires financial support from Presbytery to support its minister) in 1989. The church has expended the $25,000 in its building fund and has outstanding indebtedness for work done on the church structure.

Dellabrook Presbyterian Church is a 91-member congregation in Winston-Salem, North Carolina. The church strives to maintain its self-supporting status and keep current other financial obligations. Currently the church is repaying a $13,500 loan to the Presbytery which will be satisfied in January, 1994. The church is current on this loan and has increased its benevolence to the Presbyterian Church by 22% over the past five years.

Korean First Presbyterian Church, organized officially by Salem Presbytery as a New Church Development in April, 1989, is seeking a Program Grant of $15,000 from the Evangelism and Church Development Unit to expand its program. This grant would enable the church to more adequately meet the needs of its developing congregation.

Parkway Presbyterian Church has presently utilized all of the available building space in its current facility. The additional space is needed to allow for continued growth in all phases of church growth. Particular emphasis is being placed on providing space to educate and involve youth and enable family fellowship. The church is seeking an Interest Support Loan from the Evangelism and Church Development of the Presbyterian Church.

ACTIONS:

4. Presbytery approved a loan of $10,000 from Loan and Grant Funds to the Beulah Presbyterian Church and a grant of $5,000 from Ethnic, Small, Rural Church Funds. The details of the loan will be worked out by the Budget and Finance Committee.

5. Presbytery approved a loan of $1,750 from Loan and Grant Funds to the Dellabrook Presbyterian Church and a grant of $1,750 from Ethnic, Small, Rural Church Funds. The details of the loan will be worked out by the Budget and Finance Committee.

6. Presbytery approved a Grant of $15,000 from the Evangelism and Church Development Unit of the General Assembly for the Korean First Presbyterian Church.

7. Presbytery approved a General Assembly Interest Support Loan of $45,000 for the Parkway Presbyterian Church.

SERVICE OF HONORABLE RETIREMENT
Rev. George A. Ploger

Salem Presbytery, having approved the Honorable Retirement of the Rev. George Ploger and the dissolution of his pastoral relationship with the Harmony and Love Valley Presbyterian Churches, effective October 1, 1990, (see Committee on Ministry recommendations 7 and 8) joined in a Service of Honorable Retirement for Mr. Ploger. Harold Fuller led the service.

HUNGER COMMITTEE
George Carpenter, Moderator

Charles Cameron introduced Theodore Kwame Adrah and Rev. Alice Kyei-Anti of Ghana, and told of their background.

HIGHER EDUCATION COMMITTEE
Rocky Ward, Moderator

Mr. Ward reported the status of Campus Ministry in Salem Presbytery.

SOCIAL JUSTICE COMMITTEE
Mary Boyd Click, Moderator

David Partington led the Presbytery in singing a spiritual, after which he reported on programs of the committee in the areas of abortion, human sexuality, and ecology. He commended the paper, "How and Why the Church Makes Statements on Social Policy Witness" to the presbytery.

EXTENSION OF ADJOURNMENT

Presbytery extended the hour of adjournment thirty minutes, until 3:40 p.m.

PEACEMAKING COMMITTEE
Frank Dew, Moderator

ACTION:

Presbytery adopted the following resolution:

On October 7, 1990, World Communion Sunday, the Peacemaking Offering will be received.

The Offering theme this year, "A Time to Build Bridges", reflects the mood of hope and thanksgiving that so many of us felt earlier this year. At that time, we were celebrating the dismantling of the Berlin wall, breakthroughs toward freedom in eastern Europe and the end of the Cold War.

Now the mood has changed. Newspaper headlines focus not on peace and freedom in Europe, but on threats to peace in the Middle East. it is unclear what the days ahead will bring.

But our calling as the Church is clear. Christians are still called to announce that enmity and violence and brokenness, shall not have the last work in our world. We are still called, as Christ's people, to live as agents of reconciliation. Now, more than ever, we need to hear and respond to his work, "Blessed are the peacemakers, for they shall be called the children of God."

Through the Peacemaking Offering, we continue to proclaim that God calls for and empowers the making of peace in a broken world. Through the Peacemaking Offering, Presbyterians continue to undergird reconciling ministries of congregations and the wider church. These ministries are efforts to heal brokenness -- in individual lives, families, congregations, communities, and the international arena.

Now, more than ever, peacemaking is the believers' calling.

Therefore we the members of Salem Presbytery, meeting on October 2, 1990:

1) pray for a peaceful and just settlement of the conflict in the Middle East

2) pray for the safety of the men and women of our armed forces and all other armed forces who are stationed in the Middle East and for their families

3) pray for the people of Kuwait, and for the success of diplomatic and economic means of ending the Iraqi occupation of Kuwait

4) pray for the safety and well being of the people of Iraq and express our concern about food and medicine being included in the blockade of their country

5) and we pray that all people being unjustly held against their will in Kuwait and Iraq be released

6) and that these thoughts and feelings shall be expressed in prayer on the floor of this meeting and communicated in writing to each session along with the congressman and senators from our state.

PROFESSIONAL DEVELOPMENT COMMITTEE

Carter Shelley reported for the Committee.

COMMITTEE ON PREPARATION FOR MINISTRY
Z. N. Holler, Moderator

ACTION:

Presbytery approved the following revised Financial Aid Policy for Inquirers and Candidates:

FINANCIAL AID POLICY FOR INQUIRERS AND CANDIDATES (Revised)

Principles

Most of our inquirers, candidates and graduate students in Christian Education need financial help in pursuing their preparation for ministry. Such help is a joint responsibility of the student, the student's home congregation, the educational institution, and the presbytery. The policy outlined here envisions close cooperation among all these parties in determining the need and providing the help needed to enable students to pursue their preparation without undue hardship or distractions. The presbytery's help will be allocated on the basis of individual need as demonstrated on the student's financial disclosure form. The Committee on Preparation for Ministry will not only work with the student and institution involved, but will encourage the student's home church to participate with presbytery in providing the support needed.

Salem Presbytery strongly advises its constituents who are preparing for service as ministers of the Word and Sacrament or Christian educators to attend one of the theological institutions of the Presbyterian Church (U.S.A.) An inquirer or candidate or graduate student in Christian Education of this presbytery who decides to attend a theological institution other than those of the PC (U.S.A.) should be prepared to give reasons acceptable to the Committee on Preparation for Ministry for such a decision. If the reasons given prove unacceptable to the COPM, the student may present them to the presbytery for its approval. If approved by either the COPM or the presbytery, the student will then be eligible for financial aid in accord with this policy statement.

Procedures

1. The student seeking aid will be asked to fill in a financial disclosure form, stating his/her anticipated income and expenses for the semester for which the aid is requested.

2. The presbytery's grants-in-aid will be paid directly to the student as early as possible during the instructional period for which they are applicable and reported to the student's home church and theological institution.

3. The actual amount of the grant to each student will be proportionate to that person's actual need, as compared with needs of others who apply, as far as presbytery funds allow.

4. Financial needs related to intern ministry programs sponsored and supervised by a student's theological institution will be dealt with in the same manner as those related to the institution's regular academic program.

The Committee's reasons for recommending these changes:

1. The financial disclosure forms from the different schools were peculiar to their particular situations and not always comparable for our purposes.

2. Requiring the students to get the theological institution to mail the forms, etc. proved something of a hassal for some of our people and seemed to convey a lack of confidence in the students' veracity.

3. Our notifying the home church and the theological institution of the amount of presbytery aid is a way of encouraging all parties to do their part as well as a provision for communicating to the relevant parties what's happening.

4. Sending our checks directly to the students is more respectful of them and removes the temptation of the theological schools to revise their help in the light of ours. We decide on the basis of what they have already decided, so it's not fair for them to renege on their promised aid after they hear what we are doing.

5. All of this in no way affects the items in the policy that were debated by presbytery before (i.e. the second paragraph of "Principles").

FUND FOR THEOLOGICAL EDUCATION

John Handley and Z. N. Holler spoke of the need to support our theological institutions.

PRESBYTERIAN FOUNDATION

Doug Aitken, Area Representative for the Presbyterian Foundation spoke to the Presbytery.

COMMITTEE ON REPRESENTATION REPORT

As outlined in the Book of Order G-9.0105 the principal function of this committee is to advise Salem Presbytery of the need for nominations from particular categories needing increased representation on committees, boards, agencies and other units implementing the principles of participation and inclusiveness. In carrying out this charge the Committee on Representation has reviewed the personnel involved in the make-up of staff and committees of Salem Presbytery and observed the following:

The program staff is made up of one white male clergy and two white female clergy, one black female lay person and one Korean clergy. The support staff consists of four females and one male--black, white, different religious affiliations and of various age groups.

The make-up of Presbytery Committees--

217 men	138 women	355 total committee (32% clergy)
30 Racial Ethnic men	35 Racial Ethnic women	65 Racial Ethnic (18%)
Chairs of Committees/Divisions		37
26 White men	8 White women	
1 Racial Ethnic	2 Racial Ethnic	

The representation of racial ethnic men and women is greater than their percentage of Presbyterian Membership with a ratio of 39,000/4,000; however, there are seven committees with no Racial Ethnic representation. There is concern about the lack of youth participation on committees. We need younger people willing and able to serve.

The Committee on Representation will carry out its responsibility for advocacy for representation of racial and ethnic minorities by consulting these groups within Salem Presbytery regularly:

Racial-Ethnic Committee
Women of Color Caucus
Black Caucus
Ministers of Black Churches

RUMPLE MEMORIAL ADMINISTRATIVE COMMISSION
G. Woody Alexander, Moderator

The Report of the Administrative Commission for Rumple Memorial Presbyterian Church appointed by Salem Presbytery, January 7, 1989 (Appendix E, p. 208).

This Administrative Commission for Rumple Memorial Presbyterian Church in Blowing Rock, N. C. attempted to continue the work which a like commission of the Presbytery of Concord began in 1988.

When we began, the preceding Commission of the Presbytery of Concord had overseen the Rumple Memorial Presbyterian Church with intensity. The Concord Commission had:

1. Interviewed the Session and members as to reasons for the power struggle within the Church.

2. The Session had been dissolved.

3. Governing oversight by the Commission had been exercised.

4. A new Session had been elected and installed.

5. A conflict resolution workshop had been held.

6. An interim minister was in place.

The Session and congregation was in a mode of healing and organizing for a future ministry.

The Salem Commission found in January of 1989 a positive attitude in the Session regarding their church but an anxiety with the Commission. The whole commission attended that first Session meeting January 30, 1989. We were brought up to date with their story through each Session member recounting the experience of conflict and division. We sensed their pain of having to relive the brokenness.

The findings of the Commission at the close of this meeting were:

1. The Rumple Memorial Presbyterian Church was under excellent pastoral leadership in the person of Dr. James Stuart, interim supply.

2. The report of the Session Stewardship Committee, the Church Treasurer, the Goals Committee, the Christian Education Committee revealed an ernest effort and success in work and worship directions for 1989.

3. The Commission sensed that the Session felt a little inhibited by the Commission looking too closely over their shoulder. We, therefore, decided to take a low profile, and give some space to the Church Session and observe their program as inconspicuously as possible. This was done by:

   a. One or two members of the Commission attending the next Session meeting instead of the whole Commission.
   b. The minutes of the Session would be reviewed monthly.
   c. The consultant and observatory role would be played rather than quarterbacking.
   d. The Interim Pastor and Commission Moderator would communicate regularly.

The rationale for this approach was based on the assessment that the Church was through the diagnosis and treatment phase of their experience. They were now in the recuperative and restoration stage. The interim Pastor, Dr. James Stuart, a caring, decisive, and discerning person, had established a close and endearing relationship with the Session and congregation. Therefore, we decided to allow the pastor to be the main nurturing influence.

We believe this was the right approach. The Session made several efforts to work with, and aid the dissident group which calls themselves the "Brookside Fellowship". The church quickly returned to financial health by keeping the summer worshippers bonded to Rumple. Additional property was purchased for expanding parking. Attendance at worship has been good.

Conclusion:

The break-away group, which numbered about 25, had a power center and mission philosophy which could not be reconciled with the personalities and program of Rumple. When the break came and acceptance of the break was realized by both parties, love and respect began to return. Scars remain. As fellow members of neighborhood, they will no doubt learn to work and serve as neighbor congregations rather than as partners within the same congregation.

Let us pray for all our sisters and brothers in Blowing Rock and especially Rumple Memorial Presbyterian Church, member of Salem Presbytery.

ACTIONS:

1. This report of the work of the Administrative Commission for Rumple Memorial Presbyterian Church, Blowing Rock, N. C. was approved and filed with the Stated Clerk.

2. Salem Presbytery communicated its expression of care and love to the Session of Rumple Memorial Presbyterian Church and encourage their faithful participation in the Presbytery and Committees.

3. The Committee on Ministry of Salem Presbytery encouraged the Rumple Memorial Presbyterian Church to move into the process of electing a Pastor Nominating Committee.

4. Salem Presbytery dissolved the Administrative Commission for Rumple Memorial Presbyterian Church of Blowing Rock, N. C.

PERMANENT JUDICIAL COMMISSION
Norman Whitney, Moderator

The Permanent Judicial Commission of Salem Presbytery, meeting at Vandalia Presbyterian Church in Greensboro, NC, on August 29, 1990, to hear the complaints of irregularity against Alamance Presbyterian Church in Greensboro, NC, brought by John E. Bolton, rendered the following decisions:

1.a. On complaint that "if an elder or deacon completed a term of office on December 31, 1988 and that completed term gave that elder or deacon a total of six years of active servoce (sic), that same elder or deacon is allowed, if nominated as a candidate, to participate in the election process held in 1989, to a term of office to begin on January 1, 1990, if elected. This is contrary to the Book of Order G 14.0201A in that, "an elder or deacon having served a total of six (6) years shall be ineligible for reelection for a period of at least one year." No consideration is given to the number of active terms of service as required by 14.0201A, G 14.00202, G 14.0203 and the Language of D 4.0100." (Letter from John E. Bolton to Salem Presbytery, December 9, 1989.)

Decision: It is the opinion of the Permanent Judicial Commission that the Session of Alamance Presbyterian Church is not out of accord with the Book of Order G-14.0201a (nor with G-14.0202, G-14.0203, and D-4.0100) in that in this paragraph, and especially in the phrase "ineligible for reelection for a period of at least one year," the period of one year may be interpreted to cover the date from which a person leaves office to the date of assuming office again. Therefore, by unanimous vote, the Permanent Judicial Commission does not sustain the complaint.

1.b. On the amendment to the complaint regarding the adoption of the proposal which changed the nominating process of Alamance Presbyterian Church such that only one name is put on the slate of nominees for each position of elder and deacon by the Nominating Committee, and which was adopted by the congregation of Alamance Presbyterian Church on May 31, 1990.

Decision: The Permanent Judicial Commission finds in unanimous vote that the congregation of Alamance Presbyterian Church acted in accordance with the authority granted a congregation by the Book of Order.

2. On the complaint that annual congregational meetings are not held at Alamance Presbyterian Church as required by the Book of Order:

The complaint was withdrawn; therefore, no action was taken.

3. On the complaint that "a non-member" was permitted to participatei n our election process, that this caused the election to have a cloud over it, in that active members, who were qualified, did not receive the votes which the non-member received and thus were not elected or were taken off the ballot. This was not fair to those active members who had already made a commitment to serve, if elected. In view of this, it is requested that a "new election" should be in order to elect officers again for the Class of 1992, in that the past election was invalid. It is also requested that persons elected to office who were not members of Alamance Church when elected be removed as officers and that a Stay be granted for the installation of officers until this matter is resolved." (Letter from John E. Bolton to Leslie Gaulden, December 13, 1989.)

Decision: Whereas the Book of Church Order of the Presbyterian Church U.S., under which Arthur Yow was received into membership of Alamance Presbyterian Church on May 15, 1975, allowed for personal testimony as to one's baptism when no certificate of memberhsip could be provided; and whereas Arther Yow, in good faith, provided such testimony; and whereas the Session of Alamance Presbyterian Church enrolled Arthur Yow as an active member of Alamance Presbyterian Church; and whereas the active membership of churches in the Presbyterian Church U. S. was accepted as active membership of churches in the Presbyterian Church (U.S.A.); therefore, the Permanent Judicial Commission finds that Arthur Yow was an active member of Alamance Presbyterian Church at the time of his election as

deacon of the church and does not sustain the complaint. Furthermore, the request that the election of officers to the Class of 1992 in Alamance Presbyterian Church be declared null and void is dismissed. The vote was unanimous.

Rev. Patricia F. Stewart

Clerk
Permanent Judicial Commission
Salem Presbytery

SESSIONAL RECORDS COMMITTEE
S. Curtis Patterson, Moderator

The Sessional Records from the following churches were approved without exception:

Asbury
Bethany (Graham)
Centre
Faith
Gulf
Kernersville, First
Laurel Fork
Mebane
Mooresville, First
Mount Tabor
Taylorsville
Winston-Salem, First

The Sessional Records from the following churches were approved with exceptions:

Buffalo
Danbury Community
Glendale Springs
Graham
Harmony
Hawfields
John Calvin
Logan
Mount Vernon Springs
Oakland
Piedmont
Pleasant Grove
Reid Memorial
Salisbury, Second
Sandy Ridge
Siler City
Smyrna
Stony Creek
Third Creek
Unity
Wentworth
Yadkinville

REPORT OF THE STATED CLERK
John M. Handley

Several matters of importance have been reported to the Stated Clerk since the last meeting of Salem Presbytery.

Rumple Memorial Administrative Commission

An Administrative Commission appointed at the First Stated Meeting of Salem Presbytery, January 7, 1989, has completed its work with the Rumple Memorial Church, Blowing Rock. The church is encouraged to move toward its search for a new pastor. Special appreciation goes to the reconstituted Session of the church and to the Rev. Mr. James Stuart of the Presbytery of Western North Carolina who has served as Interim Pastor. Under Jim's leadership and the work of the Session, a new day has dawned at Rumple Memorial. The prayers and interest of Presbytery go out to them as they continue their second century of worship and witness to the good news of Jesus Christ!

Special Disciplinary Committee

The Special Disciplinary Committee authorized by the Sixth Stated Meeting of Salem Presbytery (April 24, 1990) has completed its work inquiring into the facts and circumstances of an alleged offense against one of our ministers. The Committee, composed of the Rev. David Partington of Lewisville, Moderator, Mr.

Gary Simes of Winston-Salem, Mr. Costi Kutteh of Statesville, Catrelia Hunter of Salisbury, and Fran Olson of Chapel Hill, have filed their report. They conclude that there are no charges to be filed in the matter.

ACTION:

Salem Presbytery dismissed its Special Disciplinary Committee appointed at its Sixth Stated with thanks, appreciating its faithful and diligent service fulfilling the functions described in the Rules of Discipline, D-7.0400 and D-7.0800.

John E. Bolton vs. Alamance Church Session

Matters related to the complaints of Mr. John E. Bolton against the Session of the Alamance Church are reported by Salem's Permanent Judicial Commission in a separate paper entitled, "Decisions of the Permanent Judicial Commission of Salem Presbytery". The Stated Clerk has received notice of appeal of these decisions to the Permanent Judicial Commission of the Synod of the Mid-Atlantic by Mr. Bolton.

Thyatira Church

The Moderator of Salem Presbytery, the Rev. Ed Lewis, has appointed a Special Committee in accordance with Salem's Guidelines interpreting the provisions of Article 13 of the Articles of Agreement of the Reunion of the Presbyterian Church in the United States and the United Presbyterian Church of the United States of America. The Committee will work with the Thyatira Presbyterian Church. The Committee is composed of the Rev. Ed Lewis, Moderator, Mrs. Linda Thurston of Salisbury, Mr. Sam Sloop of Back Creek community, the Rev. Leland Richardson of Mocksville, and Mr. Haywood Cope of Salisbury.

Old Town Church

Presbytery's Special Committee led by the Rev. Jud Milam, Moderator, has worked diligently with the Old Town Church in their consideration of Article 13. The Committee has appreciated the cooperation and openness of the Old Town congregation, its session, and the Rev. Bobby Dean. They have all been careful and prayerful in this difficult process. The congregation may vote as early as November 4 concerning possible withdrawal from our denomination.

Back Creek Church

The Session of the Back Creek Church has voted to enter the Article 13 process and have contacted Moderator Lewis.

ACTION:

Salem Presbytery was led in prayer by the Rev. Jud Milam concerning churches considering leaving our denomination.

Exceptions to Property Provisions In Accordance With G-8.0701

The following churches have notified the presbytery through its Stated Clerk of their action to claim the exception on church property which is allowed under the provisions of the Form of Government, G-8.0701. These congregations have acted in regular manner in accordance with the provisions of the constitution

and have notified the presbytery of their actions, as required. No action is required by the presbytery in this matter. Following are the names of the congregations from which the presbytery has received notification since its last Stated Meeting.

CHURCH	DATE OF CONGREGATION'S ACTION
First Presbyterian Church (Burlington)	September 16, 1990
Jamestown (Jamestown)	August 12, 1990

Notices of Incorporation In Accordance With G-7.0400

CHURCH	DATE OF INCORPORATION
First Presbyterian Church (Burlington)	September 16, 1990

Concerning Overtures Presented to General Assembly

Salem Presbytery presented two Overtures to the 202nd General Assembly.

Overture 90-42 Urging All Churches to Promote and Participate in Recycling in Sustainable Energy and Environmental Practices was answered by the following statement: "That the presbyteries (there were five) expressing these concerns be commended for their interest and that the response be deemed to be the action taken on Restoring Creation for Ecology nd Justice."

The above mentioned statement will soon be available in printed form and is commended for study by all of our congregations. An excellent video by the same name will soon be available in our Resource Centers.

Overture 90-99 joining several other presbyteries in support on inclusion of A Declaration of Faith in the Book of Confessions was referred and commended to the 203rd General Assembly (Baltimore) for action.

Respectfully submitted,

John M. Handley, Stated Clerk

AUDIT COMMITTEE

Don Lannon reported that the committee had reviewed the Audit and found it acceptable. A copy of the Audit is in Presbytery's Office.

STANDING COMMITTEE REPORTS

BILLS AND OVERTURES
Ann Jahnes, Moderator

Ann Jahnes made the report for the Bills and Overtures Committee.

ACTION:

Presbytery adopted the following overture as amended to be forwarded to the General Assembly for recommendation to the 1991 General Assembly meeting in Baltimore, Maryland.

OVERTURE CONCERNING DEFINITION OF "RACIAL ETHNIC"

Whereas the Book of Order uses the term "racial ethnic" in section 9.0105 and in other places, and

Whereas the term "racial ethnic" is nowhere defined in the Book of Order, and

Whereas the term "racial ethnic" is used in a particular sense in the Book of Order, and

Whereas the particular sense of the term "racial ethnic" is defined in the "Articles of Agreement" as "Presbyterians of African, Hispanic and Asian descent and Native Americans" (8.2), and

Whereas it is desirable that terms used in the Book of Order in a particular sense be clearly defined,

Now therefore Salem Presbytery overtures the General Assembly of the Presbyterian Church (U.S.A.) to insert the phrase "such as Presbyterians of African, Hispanic and Asian descent and Native Americans and others" parenthetically following the words "racial ethnic groups" in the second sentence of Section 9.0105 in the Book of Order. The Sentence would then read, "A majority of the members shall be selected from the racial ethnic groups (such as Presbyterians of African, Hispanic and Asian descent and Native Americans) within the governing body and the total membership shall include persons from each of the following categories: etc."

RESOLUTIONS

Jim Rissmiller, Moderator, reported for the Resolutions Committee.

ACTION:

Presbytery adopted the following resolution:

A RESOLUTION OF THANKS

To God:
for the gift of this beautiful day,
for providential care and traveling mercies,
for the hope of peace throughout the world;

To the Members, Officers, and Staff of the First Presbyterian Church, High Point:
for the careful attention to our every need,
for their sharing this beautiful facility with us,
for providing an excellent meal and delicious refreshments;

To the Staff of Salem Presbytery:
for their creative reporting on what we have done,
for their diligent preparation of the wealth of materials for this meeting;

To Alice Kyei-Anti:
for her inspiring and challenging sermon;

To Scott Woodmansee, Paul Ryoo, and Judith Millar:
for their warm, engaging, and careful leadership of worship;

To the Committee Moderators and report givers:
for their insight and brevity;

To the Moderator of Presbytery:
for his apt leadership,
for his grace-filled efficiency;

To the Presbytery:
for its diligence, attentiveness, and good fellowship;

Be it resolved that we, the Eighth Stated Meeting of Salem Presbytery do hereby give our heartfelt thanks and praise.

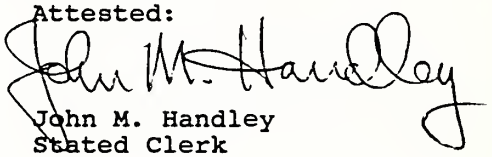
Respectfully submitted,

Evelyn Edwards
William Shouse
James M. Rissmiller, Moderator

ADJOURNMENT AND BENEDICTION

There being no further business, the Eighth Stated Meeting of Salem Presbytery was adjourned at 3:10 p.m. with prayer by S. Edwin Lewis.

Attested:



John M. Handley
Stated Clerk

APPENDIX A

SALEM PRESBYTERY
COMMUNICATIONS
STATED CLERK FILE
October 2, 1990

1. Regarding calls to ministers:

   a. Entering Salem concerning
      1) Rev. Ann I. Hoch
      2) Rev. Janet Briscoe Flagg
      3) Rev. James T. Shield
      4) Rev. William F. Lawrence

      Reference: Committee on Ministry

   b. Exiting Salem
      1) Rev. Jonathan Lovelady to North Alabama Presbytery
      2) Rev. John Wilkerson to Presbytery of Charlotte

      Reference: Committee on Ministry

2. Reports of Commissions to Ordain/Install ministers:

   a. Rev. Barbara Dua as Associate Pastor of the First Presbyterian Church of Greensboro
   b. Rev. Ronald A. Smith as Pastor of Fairmont Presbyterian Church of Lexington

   Reference: Committee on Ministry

3. Report of the Special Disciplinary Committee (4/24/90)
   synod of the Mod-Atlantic Permanent Judicial Commission

   Reference: Stated Clerk's Report

4. The Complaint of John E. Bolton vs Alamance Church

   a. Decisions of the Permanent Judicial Commission
   b. Appeal by John E. Bolton — Reference: Stated Clerk's Report

5. Concerning Article 13 Process

   a. From the Session of Thyatira Church
   b. From Moderator Ed Lewis concerning appointment of Presbytery's Special Committee
   c. From the Session of Back Creek Church

   Reference: Stated Clerk's Report

6. Presbytery Exemption (G-8.0701)

   a. Jamestown Church
   b. First Church, Burlington — Reference: Stated Clerk's Report

7. Announcement of Incorporation of First Church, Burlington

8. Stated Clerk of the General Assembly concerning disposition o Salem Overtures

   a. Overture 90-42 Concerning Recycling
   b. Overture 90-99 Concerning a Declaration of Faith

   Reference: Stated Clerk's Report

9. Invitation of First Church, Lexington, as host church for a 1991 Salem Presbytery meeting — Reference: Council Report

10. North Carolina Presbyterian Historical Society requesting appointment of Presbyterian Historical Society requesting appointment of Presbyterian Historian.

    Reference: Council

11. For Information

a. General Assembly Social Justice and Peacemaking Ministry Unit concerning refugees from Iraq and Kuwait

b. Regarding Hazardous Waste Incinerator

1) Response from Gov. Martin concerning Salem Resolution opposing the Incinerator as a solution
Printed in the Salem Sampler
(material available in Presbytery Office for study)

2) Material presented by the Rev. Bob Yoder to counter Gov. Martin's material
(material available in Presbytery Office for study)

MINUTES OF COMMISSIONS ADMITTED TO RECORD

The Presbytery received and admitted to record the following minutes of Administrative Commissions appointed to ordain and/or install ministers.

INSTALLATION OF BARBARA E. DUA AS ASSOCIATE PASTOR OF FIRST PRESBYTERIAN CHURCH, GREENSBORO

The Commission according to the appointment of Salem Presbytery, met at the First Presbyterian Church of Greensboro, North Carolina, September 2, 1990, at 11:15 a.m., with Ministers Fred Horner, Jerry Shetler, Clyde Cook, John Handley, Jean Rodenbough, Z. Holler, John M. Buchanan, Elders Barbara Clawson, Luella Graves, and Dale Davidson present, and was opened with prayer by Fred Horner. Quorum present. Jerry Shetler was elected Moderator and Fred Horner Clerk. Jerry Shetler presided and led the congregation in a service of worship. John M. Buchanan preached from Genesis 16:1-16 and Mark 1:40-2:6, 13-17, after which the proceedings of Presbytery leading up to this service were recited, and John Handley proposed the Constitutional Questions to the Minister and Dale Davidson to the Congregation. These being answered in the affirmative, Ms. Barbara E. Dua was installed as the Associate Pastor of First Presbyterian Church of Greensboro agreeably to the Word of God and the Book of Order. The charge to the minister was delivered by Z. Holler and to the congregation by Jean Rodenbough. The service was concluded with the benediction pronounced by the newly-installed associate pastor, and the leaders of the congregation came forward and gave her their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission was closed with prayer.

ORDINATION AND INSTALLATION OF RONALD ANTHONY SMITH AS PASTOR OF FAIRMONT PRESBYTERIAN CHURCH, LEXINGTON

The Commission according to the appointment of Salem Presbytery, met at Fairmont Presbyterian Church of Lexington, North Carolina, August 5, 1990, at 4:00 p.m., with Ministers Ken Craig, Robert Owens, Bob Jeffords, John Wilkerson, Bill Sosebee, Elders Harry Wilson, Peggy Styers and Dot Fesperman present, and was opened with prayer by John Wilkerson. Quorum present. Ken Craig was elected Moderator and Peggy Styers Clerk. Ken Craig presided and led the congregation in a service of worship. Bob Owens preached from John 21:15-17 and II Timothy 1:1-12 a sermon entitled, "Remember Jesus Christ", after which Bob Jeffords proposed the Constitutional Questions. Those being answered in the affirmative, Ronald Anthony Smith was ordained with prayer and the laying on of hands of the Presbytery and installed as Pastor of the Fairmont Presbyterian Church of Lexington agreeably to the Word of God and the Book of Order. The charge to the Pastor was delivered by Ken Craig and to the congregation by Bill Sosebee. The service was concluded with the benediction pronounced by the newly-installed pastor, and the leaders of the congregation came forward and gave him their right hand in token of cordial reception and affectionate regard.

The minutes were read and approved, and the Commission closed with prayer by Ken Craig.

STAFF ASSOCIATE FOR OUTDOOR MINISTRIES
JOB DESCRIPTION
The Presbyteries of New Hope and Salem

The Staff Associate will lead our presbyteries toward an Outdoor Ministry program that uses our site and human resources in a way that is consistent with the mission designs of the presbyteries of New Hope and Salem and their Outdoor Ministries philosophies.

I. Qualifications for the Staff Associate

A. Shall be a member in good standing of the Presbyterian Church (USA)
B. Shall ordinarily be an ordained minister or Christian educator
C. Must have management experience with demonstrated skills in both administrative and programmatic areas
D. Will be a member of the American Camping Association and the Presbyterian Church Camps Conference Associates

II. Responsibilities of the Staff Associate

A. Will be responsible for the oversight, upkeep, programming, staffing and maintenance of the facilities operated by this ministry
B. Will be responsible for hiring, supervision, and termination of staff working in the programs and on the sites according to adopted personnel policies of the presbyteries
C. Will oversee summer programs including visitation and involvement on sites
D. Will hire summer staff program directors and oversee the hiring of medical personnel, counselors, volunteers, etc.
E. Will practice good management skills regarding the scheduling of the facilities, the quality of food service, the financial accountability, the relationships with our individual Churches and the programmatic needs of the presbyteries. Scheduling preference will be given to Presbyterian groups whenever feasible
F. Will promote the presbyteries' programs for Outdoor Ministry
G. Will lead us into mutual areas of creative exploration for present and future outdoor ministries activities
H. Will resource the committees, units and divisions in respective presbyteries that are directly related to Outdoor Ministries
I. Will oversee and staff the annual budget process
J. Will provide good risk management in all activities sponsored by our Outdoor Ministries
K. Will insure that each site maintains credentials and expertise in all areas of outdoor ministry skills which we offer to our Churches. These areas may include, but not be limited to EMT, WSI, CPR, sailing and power boating
L. Will provide for and/or lead off-site adventure trips that give participants a greater sense of our place in creation and our responsibility for good stewardship of creation
M. Will serve as a resource person for recreation leadership and young adult ministry
N. Will attend presbytery meetings whenever programming allows
O. Will serve as worship leader/pulpit supply at our camps and/or in our churches

III. Relationship to Governing Bodies

A. Shall be jointly called by the presbyteries of New Hope and Salem as a staff member of both presbyteries and be a member of New Hope Presbytery which will administer the salary
B. Will be accountable in each of these two presbyteries through the Councils. Will be evaluated by the two executive presbyters and a joint Personnel Committee of the two presbyteries

C. Shall be an ex officio member of both the New Hope and Salem Outdoor Ministry divisions

IV. Terms of Call

A. The call form of presbyteries includes the following benefits:
   Salary (to be negotiated)
   Church insurance/annuity program
   Social Security or equivalent
   Housing allowance
   Continuing Education Fund (amount to be determined; paid as used)
   Annual vacation of one month

B. A camp vehicle and gas will be provided to the Staff Associate to transport Outdoor Ministries supplies, campers and gear necessary to the program. Personal errands while using this vehicle will be reimbursed by the Staff Associate

C. The family of the Staff Associate may share bed and board with him/her at the campsites when he/she is on duty there, and they may participate without charge in all Outdoor Ministries programs when deemed appropriate and space permits. At present, space for families is not always available at Camp Albemarle.

REPORT OF DEATHS OF ELDERS AND MINISTERS SINCE NOVEMBER 1, 1989

Bethany Presbyterian Church		
Lawrance A. Cook	Elder	1/27/90
Bethesda Presbyterian Church		
Jay Crawford McNeely	Elder	4/16/90
Brentwood Presbyterian Church		
Earl W. Clark	Elder	5/6/90
Eugene Hooks	Elder	1/16/90
Burlington, First Presbyterian Church		
Paul Morrow, Jr.	Elder	2/90
Centre Presbyterian Church		
Ralph Linwood Sparrow	Elder	9/1/90
Eden, First Presbyterian Church		
Eugene Purcell	Elder	12/13/89
Harry Alverson	Elder	8/18/90
Fifth Creek Presbyterian Church		
Paul Wilhelm	Elder	2/25/90
Flat Rock Presbyterian Church		
Clinton Childress	Elder	9/19/90
Forest Hills Presbyterian Church		
Joseph R. Whitney	Elder	7/18/90
Freedom Presbyterian Church		
Mrs. Julia S. Hill	Elder	4/18/90
Grace Presbyterian Church		
Gladys Morrison	Elder	9/11/90
Greensboro, First Presbyterian Church		
Russell Osborne Lyday	Elder	1/5/90
William Jackson Hunter	Elder	7/12/90
Lexington, Second Presbyterian Church		
Paul Calloway	Elder	9/22/90
Mary Kindley	Elder	1/25/90
Madison Presbyterian Church		
James A. Wilson	Elder	2/21/90

Mooresville, First Presbyterian Church		
Frank Boreal Harris	Elder	2/5/90
Harvie C. Jordan, Jr.	Elder	2/12/90
North Wilkesboro Presbyterian Church		
Ben Frank Marsh	Elder	12/17/89
Old Providence Presbyterian Church		
William Walter Pence	Elder	2/23/90
Pleasant Grove Presbyterian Church		
Richard T. Duncan	Elder	2/27/90
Presbyterian Church of the Covenant		
Mrs. Beatric C. Rives	Elder	12/23/89
Frank Holliday, Jr.	Elder	6/2/90
Prospect Presbyterian Church		
Oscar Reid Goodman	Elder	5/9/90
Richard Clarence Powers, Sr.	Elder	5/28/90
Reidsville, First Presbyterian Church		
William G. Springs	Elder	9/12/90
Salisbury, Second Presbyterian Church		
Charles Clifton Owen	Elder	4/26/90
St. James Presbyterian Church		
Alvin Augustus Oldham	Elder	12/18/89
Jaequetta Armstrong	Elder	4/18/90
St. Paul Presbyterian Church (High Point)		
Ms. Fannie Kirk	Elder	4/26/90
Mr. Raymond Gill	Elder	5/27/90
Stony Creek		
Donald R. Barker	Elder	8/29/90
Thomasville, First Presbyterian Church		
Catherine Mock Hodgin	Elder	2/19/90

RUMPLE MEMORIAL ADMINISTRATIVE COMMISSION

January 7, 1989

TO: Salem Presbytery

FROM: Presbytery of Concord

ACTION:

The Adminsitrative Commission for the Rumple Memorial Church was transferred to Salem Presbytery after the Moderator's appointment of Salem members to replace those either resigned or not members of Salem.

Rumple Memorial Administrative Commission

Ministers:

G. W. Alexander, Jr., Chairman — Pastor, Centre Church
P. O. Box 218
Mount Mourne, NC 28123
(o) 704/663-3160; (h) 704/664-3915

Kermit Dancy — Pastor, Mt. Jefferson Church
P. O. Box 782
West Jefferson, NC 28694
(o) 919/246-7481 (h) 919/246-3263

Steve McCutchan — Pastor, Highland Church
200 Magnolia Street
Winston-Salem, NC 27103
(o) 919/724-6303 (h) 919/768-7155

David Smith — Pastor, Fairmont Church
1500 Cotton Grove Road
Lexington, NC 27292
(o) 704/351-2210 (h) 704/352-7668

Elders:

Howard Covington — Mt. Jefferson Church
Route 1, Box 95
Laurel Springs, NC 28644
(h) 919/982-3872

Rosemary Rector — Forest Park Church
135 Powell Street
Troutman, NC 28166
(h) 704/528-5527

Sam Vickery — North Wilkesboro Church
Route 5, Box 289
North wilkeboro, NC 28659
(h) 919/696-2004

The following action of the Presbytery of Concord established the Administrative Commission with the authority cited:

ACTION:

Presbytery authorized the Moderator to appoint an Administrative Commission (see G-9.0503.c.) to inquire into and setle the difficulties that have arisen within the Rumple Memorial Church of Blowing Rock with the following powers of Presbytery (see G-11.0103): b., c., e., g., h., n., o., r., s. and x.

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